



Anti-Discrimination and Anti-Harassment Policy

Federal is committed to fostering, cultivating, and preserving a culture that promotes fairness, equal opportunities, and diversity. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

All employees at Federal have a responsibility to always treat others with dignity and respect. It is Federal's policy to prohibit intentional and unintentional sexual and non-sexual harassment of or against job applicants, contractors, interns, volunteers or employees by another employee, supervisor, vendor, customer or any third party on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information or any other characteristic protected by applicable federal, state or local laws.

Harassment generally is defined in Federal's policy as unwelcome verbal, visual or physical conduct that denigrates or shows hostility or aversion towards an individual because of any actual or perceived protected characteristic or has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Harassment can be verbal (including slurs, jokes, insults, epithets, gestures or teasing), visual (including offensive posters, symbols, cartoons, drawings, computer displays, text messages, social media posts or emails) or physical conduct (including physically threatening another, blocking someone's way, etc.). Such conduct violates Federal's policy, even if it does not rise to the level of a violation of applicable federal, state, or local laws, and will not be tolerated.

Federal is proud of its professional work environment, and all employees are expected to treat each other with courtesy and respect. Each person, at every level of the company, must act with respect towards coworkers, tenants, and outside firms. If an employee has been subjected to or witnessed conduct which violates this policy, the employee should immediately report the matter to Human Resources or anonymously using our whistleblower hotline at 833-664-1729. Allegations of harassment and discrimination will be fully investigated. Corrective action will be taken when appropriate. In addition, Federal will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with Federal's policy.

Additional details on Federal's policy can be found in the company's Employee Handbook.