

## California Fair Pay Act

The statement below is San Diego Zoo Global's policy on employee and applicant discussions about their own or other employees' compensation. This policy statement supersedes any and all prior policies on this subject that are inconsistent. This policy is effective January 1, 2016. In the policy statement, the terms "the contractor" and "the employer" both refer to San Diego Zoo Global. Should you have any questions about this policy statement, please contact Human Resources.

**PAY TRANSPARENCY NONDISCRIMINATION PROVISION:** The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.