

**FEDEX
EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

FedEx Corporation and its subsidiaries are committed to taking affirmative action in providing equal employment opportunities for all employees and applicants in all terms and conditions of employment. FedEx prides itself in maintaining a work environment that is free from all forms of unlawful discrimination and harassment. It is FedEx's policy to prohibit discrimination and harassment against any employee or applicant on the basis of race, color, creed, sex, sexual orientation, gender, gender identity, gender expression, age, disability, pregnancy, genetic information, national origin, citizenship, religion, veteran status, marital status, familial status, membership or activity in a local human rights commission, status regarding public assistance, participation in EEO protected activity, or any other status protected under federal, state, or local law or association with a person on the basis of one or more of the foregoing. This policy extends to every phase of the employment process including, but not limited to, recruitment or recruitment advertising, selection, placement, transfer, training and development, promotion, demotion, layoff, compensation, benefits, termination, disciplinary action, and all other conditions or privileges of employment. All employment decisions are based on valid job requirements. It is FedEx's policy to prohibit all forms of retaliation against any individual who has complained of harassing or discriminatory conduct or participated in a company or agency investigation into such complaints.

FedEx is also subject to Title VII of the Civil Rights Act of 1964, as amended, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), and Section 503 of the Rehabilitation Act ("Section 503"). As such, we are committed to taking positive steps to implement the employment-related aspects of our equal opportunity policy. Accordingly, it is FedEx's policy to take affirmative action to employ, advance in employment, and otherwise treat qualified individuals, protected veterans and individuals with disabilities without regard to their race/ethnicity, sex, veteran status, or physical or mental disability. Under this policy FedEx will also provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation imposes undue hardship on the operation of FedEx's business.

In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. Filing a bona fide complaint.
2. Assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of Title VII of the Civil Rights Act of 1964, as amended, VEVRAA, and Section 503, and their implementing regulations, or any other federal, state, or local law requiring equal employment opportunity.
3. Opposing any act or practice made unlawful by Title VII of the Civil Rights Act of 1964, as amended, VEVRAA, and/or Section 503 and/or their implementing regulations or any other federal, state, or local law requiring equal employment opportunity; and/or
4. Exercising any other right protected by federal, state or local laws, and their implementing regulations.

Each employee is expected to abide by and promote this policy of equal employment opportunity within their organization, as well as with those that have a business relationship with FedEx Corporation and its subsidiaries. FedEx has Affirmative Action Plans (AAP) in place as part of its commitment to equal opportunity practices. If you are interested in reviewing the non-confidential sections of our AAP, please contact the Human Resources Department/Regulatory and Compliance during normal business hours.

As President and CEO, I fully support our affirmative action program and am committed to the implementation of our equal opportunity and affirmative action policies. I have delegated overall responsibility for these policies to the Executive Vice President – Chief People Officer, Human Resources ("EVP of Human Resources"). The EVP of Human Resources, assisted by Human Resources staff, is responsible for the implementation and auditing of these policies.

While Human Resources has responsibility for ensuring that reporting and monitoring procedures meet the needs of this program, all team members are responsible for ensuring compliance with FedEx's policies, procedures, and philosophy regarding equal employment opportunity.

Anyone who has questions or complaints concerning this program should contact their immediate manager, Human Resources, or the legal department.

A unified team effort is required to ensure success in this important endeavor. Everyone's cooperation and support are needed and appreciated.



Rajesh Subramaniam
President and Chief Executive Officer, FedEx Corporation

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