



EQUAL EMPLOYMENT OPPORTUNITY

Anywhere Real Estate Inc. is committed to providing equal employment opportunity (“EEO”) and will make employment decisions without regard to race, color, religion, national or ethnic origin, ancestry, citizenship status, age, sex (including pregnancy, lactation, childbirth or related medical conditions), gender, sexual orientation, gender identity, gender expression, veteran status, marital status, family status, physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed servicemember status, and any other status protected under applicable laws and regulations. Under the Americans with Disabilities Act and other applicable laws, Anywhere Real Estate Inc. will provide reasonable accommodation to disabled applicants upon request during the application process to ensure equal opportunities to be considered for employment.

PAY TRANSPARENCY POLICY STATEMENT

Anywhere Real Estate Inc. 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. 41 CFR 60-1.35(c)