
EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Carlyle to treat all employees and applicants fairly and to base all personnel decisions on individual qualifications and performance. Carlyle is an equal opportunity employer. Carlyle prohibits discrimination against any employee or applicant for employment on the basis of race, color, religion, sex, age, national origin, gender, sexual orientation, physical or mental disability, medical condition, genetic information, ancestry, citizenship status, marital status, covered veteran status, place of residence or business, gender identity and expression, or any other status protected by applicable law. This prohibition encompasses recruitment, hiring, promotion, demotion, transfer, layoff, termination, compensation, and training. In addition, it is the policy of Carlyle that all employees enjoy a work environment free from all forms of unlawful harassment. Conduct contrary to this policy is strictly prohibited and will result in disciplinary action up to and including termination of employment (*See Section IV: C. Progressive Discipline*).

If any Carlyle employee encounters conduct that is inconsistent with Carlyle's equal employment opportunity policy, such employee should promptly advise a Managing Director or a Human Resources representative. All claims of discrimination will be promptly investigated, and if it is determined that a violation of this policy has taken place; appropriate corrective action will be taken. Such action may include disciplinary action ranging from a reprimand to termination of employment. Any person who knowingly makes a false claim of discrimination shall also be subject to appropriate disciplinary action.