



Diversity & Inclusion—Equal Employment Opportunity—Affirmative Action Commitment Statement

At Walgreens, our commitment to diversity and inclusion is built upon a century-old tradition of fairness, trust and honesty. The principles of diversity and inclusion, equal employment opportunity, and affirmative action are key to our culture and business.

We are committed to equal employment opportunity (EEO) and fair and consistent treatment of all individuals based on job-related qualifications and without regard to race, color, gender, age, national origin, ancestry, disability, veteran status, citizenship status (according to the Immigration and Reform and Control Act of 1986), religion, creed, sexual orientation, gender identity, gender expression, genetic information or any other protected group status as defined by law. Further, as a federal government contractor, we are committed to taking affirmative action (AA) to employ and advance in employment qualified minorities, women, disabled persons, disabled veterans, recently separated veterans, Armed Forces service medal veterans, and active duty wartime or campaign badge veterans. Both equal employment opportunity and affirmative action objectives will be pursued in all areas of employment including, but not limited to, recruitment, hiring, compensation, benefits, assignments, promotions, training, transfers and separations.

We also believe that employees have a right to work in an environment free of verbal or physical harassment on account of race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, veteran's status, genetic information or any personal characteristic. Our policy expressly prohibits any harassing conduct that affects an individual's employment, interferes with an individual's work performance, or creates an intimidating, hostile, or offensive working environment.

Overall responsibility for the development, implementation and monitoring of Walgreens' EEO/AA and Diversity programs and compliance is delegated to the Diversity & Inclusion Department. All managers and supervisors are also responsible for providing full support to our EEO/Affirmative and Diversity programs and initiatives and ensuring that all employment decisions are made in accordance with the principles of equal opportunity.

I am deeply committed to ensuring equal opportunity and continuing to build a diverse and inclusive Walgreens where everyone is treated fairly and with dignity and respect. Our shared vision is to be a company whose cultures, people, perspectives and workplaces will reflect the current and future customers we serve while delivering superior business performance. I request your commitment with the support and implementation of our EEO/Affirmative Action and Diversity and Inclusion programs and initiatives. As you know, a collective effort at all levels is essential to the continued success of these programs and to realizing our vision to be America's most loved pharmacy-led health, well-being, and beauty enterprise.

Thank you for your continued support of these important policies.

Alex Gourlay
President