



Equal Employment Opportunity Policy – U.S.

Starbucks is an equal employment opportunity employer of all qualified individuals.

All partners and applicants will be treated fairly, without regard to race, color, religion or religious creed, national origin or place of origin, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), physical or mental disability, age, protected military or veteran status, sexual orientation, gender identity, gender expression, transgender status, genetic information, legally protected medical condition, marital or domestic partner status, status as a victim of domestic violence (including sexual assault or stalking), or any other basis protected by applicable law.

This policy applies to all aspects of one's employment, including hiring, transfer, promotion, compensation, eligibility for benefits, and separation. All partners are responsible for carrying out the Equal Employment Opportunity Policy. Partners who engage in prohibited discrimination or harassment will receive appropriate disciplinary action.