

# POLICY



## Equal Employment Opportunity Policy

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CarMax is committed to providing equal employment opportunity for all persons regardless of race, color, religion, gender, age, national origin, citizenship, gender identity, sexual orientation, disability, military/veteran status, pregnancy, genetic information, or any other characteristic protected by law. CarMax strictly prohibits discrimination in hiring, promotion, job assignments, compensation, benefits, the termination of employment and all other terms and conditions of employment, as set forth in the Treating Associates with Respect policy and the Code of Business Conduct.

CarMax provides reasonable accommodation consistent with the law, and as set forth in the CarMax Reasonable Accommodation policies.