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# Newmark U.S. Diversity and Inclusion Policy

**NEWMARK**



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## Introduction

Newmark Group, Inc. and its operating subsidiaries (collectively referred to herein as “**Newmark**” or the “**Company**”) are committed to diversity and inclusion in the workplace.

We believe human capital is our most valuable asset and that the collective sum of individual backgrounds, life experiences, knowledge, creativity, capabilities, and talents that our employees and independent contractors bring to work represents a significant part of our culture, reputation and achievements. Our success depends on our ability to attract and retain talented, productive and skilled employees.

This Policy applies to all U.S. employees and independent contractors (our “**personnel**”) and all aspects of the workplace, including hiring and promotion, compensation and benefits, layoffs and terminations, professional development and training, and transfers. We do not tolerate any form of discrimination or harassment based on non-work related characteristics. These principles are further outlined in Newmark’s U.S. Equal Employment Opportunity Policy.

## Newmark Corporate Mission and Values

At Newmark, we seek to transform untapped potential into limitless opportunity. We are driven by the values as set forth on our website: [Newmark's Missions and Values](#)

## Recruiting and Hiring Practices

Talent remains at the cornerstone of our success. We are committed to fostering a culture that honors diversity and inclusion.

Newmark is an organization built on strong values, personnel engagement and ownership. At our core, we are committed to our personnel by providing them with an opportunity to participate in our success. We believe that by cultivating a dynamic mix of people and ideas, we enrich the performance of our businesses, the experiences of our increasingly diverse personnel base and the level of engagement in the communities in which we operate. We value hard work, innovative and superior client service, strong ethics and governance, and equal opportunities for growth and advancement.

We consider all applicants for job openings and promotions based on merit, qualifications, skills, performance and achievements, without regard to any classification or status protected by applicable law.

## Fair Pay or Equal Pay

Our compensation decisions are determined based on performance, regardless of any characteristics protected by the U.S. Equal Employment Opportunity Policy.

## Training

The Company provides management training to newly hired and promoted managers, which includes modules on inclusive leadership to better equip them to adapt their leadership style to diverse teams and build an environment of belonging.

Newmark conducts annual preventing workplace harassment training for all U.S. employees that goes beyond legal requirements. We are committed to expanding our inclusion and respect at work skills training.

## **Retaliation**

We do not tolerate threats or acts of retaliation for reporting conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

## **Compliance**

The Company reserves the right to take appropriate disciplinary action, up to and including termination of employment or services, for any failure to comply with this Policy.

## **Termination or Amendment**

We reserve the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied.

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