

## **NUCOR CORPORATION POLICY- EQUAL EMPLOYMENT OPPORTUNITY**

It is and shall be the continuing policy of Nucor Corporation that all qualified persons are entitled to equal employment opportunity. There shall be no discrimination against any person or group based on race, color, religion, national origin, sex, sexual orientation, age, disability, veteran's status or genetic information.

Specifically:

1. Employment opportunities are and shall be open to all qualified applicants based on their experience, aptitudes and abilities.
2. Advancement is and shall be based entirely on the individual's achievement, performance, ability, attitude and potential for promotion. If at any time two people have identical qualifications as described above, length of employment would then be the determining factor.
3. Every member of management will carry forward Nucor Corporation's policy of nondiscrimination and equal employment opportunity. All employees are expected to conduct their relations with other employees in a manner that is consistent with this policy.

### *Pay Transparency Nondiscrimination Provision*

Nucor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, , proceeding, hearing, or action, including an investigation conducted by the employer, or (c) or consistent with Nucor's legal duty to furnish such information.