



AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The GEO Group is an equal opportunity employer.

GEO will recruit, hire, train, promote and ensure that all other personnel actions are administered, without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, marital status, genetics, protected veteran status, and disability, or other category protected by law, and we will ensure that all employment decisions are based only on valid job requirements.

As a federal government contractor, it is GEO's policy to take affirmative action to employ and advance in employment minorities, females, protected veterans and individuals with disabilities. GEO will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.


As Executive Chairman of the Board and Chief Executive Officer, we support our company's affirmative action program.

In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of any Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act or practice made unlawful by any Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by law.


Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

I have delegated responsibility for implementing our affirmative action program to Thomas Arntz, Director of Recruitment.

Employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact Human Resources during normal business hours to review the affirmative action plan.



George C. Zoley
Executive Chairman of the Board



Jose Gordo
Chief Executive Officer

2-9-22
Date