

Equal Employment Opportunity and Affirmative Action Statement of Policy

41 C.F.R. 60-741.44(a)

It is the policy of Emergent BioSolutions, Inc. and all of its subsidiaries (the "Company") not to discriminate or allow the harassment of employees or applicants on the basis of race, color, creed, religious, national origin, ancestry, citizenship status, sex or gender (including pregnancy, childbirth and related medical conditions), age, gender identity, gender expression (including transgender status), sexual orientation, marital status, military services and protected veteran status, physical or mental disability, protected medical condition as defined by applicable state or local law, genetic information, and other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the Company.

Employment decisions at the Company are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex/gender, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business.

The Company and I are fully committed to the principles of equal employment opportunity. . In furtherance of Emergent's commitment to equal employment opportunity and as required by federal law, Emergent prepares compliance documents for individuals with disabilities and protected veterans. As the President and Chief Executive Officer, I have appointed Sara Bailey, Senior Director of Human Resources, to take on the responsibilities and oversight of the compliance documents. Sara has the full support of top management and the team necessary to carry out this responsibility. All managers and supervisors play an active part in ensuring compliance and that all qualified employees and prospective employees are treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, Emergent BioSolutions, Inc, and all its subsidiaries will solicit the cooperation and support of all employees to ensure the company's commitment to equal employment opportunity.

In accordance with public law, the Company's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Human Resources Department, Monday through Friday, from 9:00 a.m. to 5:00 p.m. upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations or exercising any other right protected by such laws or regulations. Emergent BioSolutions, Inc. and all its subsidiaries 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 the compensation information of other employees or applicants as 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) consistent with the contractor's legal duty to furnish information.

Joe Papa
President and Chief Executive Officer