


Entity:	NuVasive, Inc.	
Title:	Equal Employment Opportunities	
Document Number:	COP-NUV-HR0004	
Revision:	A	
Document Tier:	II	
Reviewed Date:	10/05/2017	
Effective Date:	10/05/2017	
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1.0 PURPOSE

- The purpose of this Policy is to communicate the Company's policy on, and commitment to, Equal Employment Opportunity.

2.0 SCOPE

- This Policy applies to all areas of employment, including, but not limited to, recruitment, hiring, training, promotion, compensation, benefits and transfer opportunities.
- To the extent applicable state law provides greater rights or benefits, those rights or benefits will be provided consistent with applicable law.

3.0 DEFINITIONS

- See the Corporate Definitions Document for all capitalized terms.

4.0 RESPONSIBILITIES

- The senior most executive in the Human Resources Department is the owner and responsible for the interpretation of this Policy.


5.0 POLICY

5.1 The Company is committed to providing equal employment opportunities to all SHAREOWNERS and applicants without regard to age (40 or older), ancestry, color, religious creed (including religious dress and grooming practices), denial of family and medical care leave, disability (mental and physical), including HIV and AIDS, marital status, medical condition (cancer and genetic characteristics), genetic information, military and veteran status, national origin (including language use restrictions), race, sex (including pregnancy, child birth, breastfeeding and medical conditions related to pregnancy, or child birth), gender, gender identity and gender expression, sexual orientation, or any other protected status in accordance with all applicable federal, state and local laws.

5.2 AAP

5.2.1 In compliance with federal laws applicable to government contractors and subcontractors, the Company maintains an affirmative action plan that is designed to reflect and reaffirm its

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commitment to equal employment opportunity for every SHAREOWNER and potential SHAREOWNER. Narratives section of Veterans/Disability AAP available to any SHAREOWNERS or applicant upon request via careers@nuvasive.com.

5.3 Reasonable Accommodation

5.3..1 The Company complies with the ADA and all similar, applicable state and local laws.


5.3..2 Any applicant or SHAREOWNER who requires an accommodation in order to perform the essential functions of their job should contact Human Resources and request such an accommodation. The Company and the SHAREOWNER will each participate in the interactive process provided in the ADA, or similar state or local law, in order to address requests for accommodations.

5.3..3 Reasonable accommodations will be made for disabilities in accordance with applicable law.

5.4 Pay Transparency Non-Discrimination Provision

5.4..1 The Company will not discharge or in any other manner discriminate against SHAREOWNERS or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another SHAREOWNER or applicant. However, SHAREOWNERS who have access to the compensation information of other SHAREOWNERS or applicants as part of their essential job functions cannot disclose the pay of other SHAREOWNERS 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.

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5.5 Harassment and Discrimination

5.5.1 The Company will not tolerate any form of unlawful discrimination or harassment due to any protected status. All SHAREOWNERS are expected to cooperate fully in implementing this Policy and with any investigation concerning a violation of this Policy. Any SHAREOWNERS with questions or concerns about any type of unlawful discrimination and/ or harassment in the workplace must immediately bring their concerns to the attention of their manager, any member of the Company management, the Compliance Officer, any member of the Human Resources Department, or any other officer of the Company or call the Integrity Hotline at 866-907-7409. You are not required to complain first to your immediate manager. Any manager of the Company who receives a complaint or who observes harassing conduct must promptly inform the Human Resources Department and allow them to investigate the complaint. The Company prohibits retaliation against any SHAREOWNER who makes a good faith complaint of discrimination or who participates in a related investigation.

6.0 REFERENCES

- N/A

7.0 ATTACHMENTS

- N/A

8.0 REVISION HISTORY

- For complete revision details see the appropriate Change Notice.

Revision	Change Notice Number
A	CN-1403

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