



To: Applicants, employees, outside service workers and all persons involved in Company Operations  
Date: April 1, 2014  
Re: Equal Employment Opportunity and Affirmative Action Policy Statement

McKesson Corporation, including our subsidiaries, again has the privilege to reaffirm our commitment to principles of equal opportunity and diversity. We have a long and proud tradition as a company known for consistently adopting policies that ensure an inclusive workforce. Our policy prohibits employment decisions because of race, religion, creed, color, national origin, ancestry, citizenship, sex (including gender, pregnancy, childbirth or medical condition related to pregnancy or childbirth), age, marital or registered domestic partnership status, protected veteran status, mental or physical disability, medical condition, genetic information, sexual orientation, gender identity or expression, political affiliation, or other legally protected characteristic. Employment decisions can include recruiting, hiring, firing, compensation, benefits, promotion, training selection, or other terms of conditions of employment.

As part of our equal employment opportunity effort we have established an affirmative action program to employ and advance in employment qualified minorities, qualified women, qualified protected veterans and qualified individuals with a disability/ies. 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 the actions taken to comply with these obligations. I have appointed Jorge Figueredo, EVP Human Resources, as the leader with overall responsibility for these programs.

Applicants, employees, outside service workers and all persons involved in Company operations share responsibility for the success of these programs. All managers in our company are responsible for participating in the identification of problems, taking action to prevent discrimination against employees and applicants, conducting and supporting career counseling for all staff members, ensuring that minority, female, protected veterans and individuals with a disability/ies are afforded full employment opportunities and are encouraged to participate in all company-sponsored educational, training, and social activities. All employees are expected to support our equal employment opportunity and affirmative action policies. No one may use their lack of knowledge about these policies as an excuse for inappropriate decisions or behavior.

Our employees, applicants and outside service workers will not be subjected to discrimination, harassment, retaliation, intimidation, threats, or coercion for expressing or filing, in good faith, a complaint, assisting or participating in any investigation, opposing any unlawful act or practice, or exercising any other protected rights.

Discrimination, harassment, retaliation, or conduct which, if allowed to continue, could constitute unlawful discrimination or harassment, based on any protected characteristic, including race, religion, creed, color, national origin, ancestry, citizenship, sex (including gender, pregnancy, childbirth or medical condition related to pregnancy or childbirth), age, marital or registered domestic partnership status, protected veteran status, mental or physical disability, medical condition, genetic information, sexual orientation, gender identity or expression, political affiliation, or other legally protected characteristic, is prohibited.

If you believe you have been subjected to or witnessed any form of unlawful discrimination or harassment, you should immediately inform your recruiter (if you are an applicant), your supervisor, any member of management, or Human Resources through the Human Resources Support Center. The Company will promptly undertake an effective, thorough investigation and attempt to resolve the situation.

If the Company determines that unlawful discrimination or harassment has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination or harassment.

The Company strictly prohibits retaliation against any employee, applicant or outside service worker, who in good faith, uses this reporting procedure or files a complaint, testifies, assists or participates in an authorized investigation, proceeding or hearing. The Company also prohibits retaliation against any employee, applicant or outside service worker who opposes discrimination or harassment against others. Any employee, applicant or outside service worker who believes that they have experienced or witnessed retaliation should immediately report such conduct to his or her recruiter (if an applicant), supervisor, any member of management, or to Human Resources through the Human Resources Support Center. The Company will promptly undertake an effective, thorough, investigation and attempt to resolve the situation.

If the Company determines that unlawful retaliation has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future retaliation.

With respect to disabled applicants and employees, and, where required by law, outside service workers, McKesson will make reasonable accommodations for qualified individuals with disabilities, unless doing so would result in an undue hardship to the operation of our business, or create a direct risk of harm to the health or safety of the applicant, employee or others. This governs all aspects of employment, including selection, job assignment, compensation, corrective action, termination, and access to benefits and training.

We are proud to restate our commitment to these principles.

John Hammergren  
Chairman & CEO, McKesson Corporation