

Pay Transparency Nondiscrimination Provision

Ameresco is committed to compliance with all applicable laws prohibiting employment discrimination including the Pay Transparency Nondiscrimination Provision. As such, Ameresco 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. Further, it is acknowledged that employees who have access to the 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) consistent with Ameresco's legal duty to furnish information.