

GLOBAL BLOOD THERAPEUTICS, INC.

ANTI-HARASSMENT POLICY

GBT is committed to maintaining a working environment that is free from sexual harassment and other types of discriminatory harassment. GBT's commitment begins with the recognition and acknowledgment that such harassment is, of course, unlawful. To reinforce this commitment, GBT has developed a policy against harassment and a reporting procedure for employees who have been subjected to or witnessed harassment. This policy applies to all work-related settings and activities, whether inside or outside the workplace, and includes business trips and business-related social events. GBT property (e.g., telephones, copy machines, facsimile machines, computers and computer applications such as e-mail and Internet access) may not be used to engage in conduct which violates this policy. GBT's policy against harassment covers employees and other individuals who have a relationship with GBT which enables GBT to exercise some control over the individual's conduct in places and activities that relate to GBT's work (e.g., partners, contractors, vendors, etc.).

Prohibition of Sexual Harassment

GBT's policy against sexual harassment prohibits sexual advances or requests for sexual favors or other physical or verbal conduct of a sexual nature, when: (1) submission to such conduct is made an express or implicit condition of employment; (2) submission to or rejection of such conduct is used as a basis for employment decisions affecting the individual who submits to or rejects such conduct; or (3) such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, humiliating or offensive working environment. Under these standards, direct or implied requests by a supervisor for sexual favors in exchange for actual or promised job benefits such as favorable reviews, salary increases, promotions, increased benefits or continued employment constitutes sexual harassment.

While it is not possible to list all of the circumstances that would constitute sexual harassment, the following are some examples: (1) unwelcome sexual advances – whether they involve physical touching or not; (2) requests for sexual favors in exchange for actual or promised job benefits such as favorable reviews, salary increases, promotions, increased benefits or continued employment; or (3) coerced sexual acts.

Depending on the circumstances, the following conduct may also constitute sexual harassment: (1) use of sexual epithets, jokes, or written or verbal references to sexual conduct; (2) dissemination of sexually explicit voicemail, email, graphics, downloaded material or websites in the workplace; (3) sexually oriented comment on an individual's body, or comment about an individual's sexual activities, deficiencies, or prowess; (4) displaying sexually suggestive objects, pictures, cartoons or calendars; (5) unwelcome leering, whistling, touching or deliberate brushing against the body in a suggestive manner; (6) sexual gestures, suggestive comments; (7) inquiries into one's sexual experiences; or (8) discussion of one's sexual activities.

While such behavior, depending on the circumstances, may not be severe or pervasive enough to create a sexually hostile work environment, it can nonetheless make co-workers uncomfortable. Accordingly, GBT considers such behavior to be inappropriate and, therefore, it may result in disciplinary action regardless of whether it is unlawful.

It is also unlawful and expressly against GBT Policy to retaliate against an employee for filing a complaint of sexual harassment or for cooperating with an investigation of a complaint of sexual harassment.

Prohibition of Other Types of Discriminatory Harassment

It is also against GBT policy to engage in verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her age, race, ancestry, color, sex, national origin, sexual orientation, gender, gender identity, gender expression, religious creed, disability, medical condition, genetic information, denial of family and medical care leave, marital status, veteran status, participation in the uniformed military services of the United States, or any other characteristic protected by applicable law (or that of the individual's relatives, friends, or associates) when such denigrating conduct: (1) has the purpose or effect of creating an intimidating, hostile, humiliating or offensive working environment; (2) has the purpose or effect of unreasonably interfering with an individual's work performance; or (3) otherwise adversely affects an individual's employment opportunities.

Depending on the circumstances, the following conduct may constitute discriminatory harassment: (1) epithets, slurs, negative stereotyping, jokes, or threatening, intimidating, or hostile acts that relate to age, race, ancestry, color, sex, national origin, sexual orientation, gender, gender identity, gender expression, religious creed, disability, medical condition, genetic information, denial of family and medical care leave, marital status, veteran status, participation in the uniformed military services of the United States, or any other characteristic protected by applicable law; and (2) written or graphic material that denigrates or shows hostility toward an individual or group because of age, race, ancestry, color, sex, national origin, sexual orientation, gender, gender identity, gender expression, religious creed, disability, medical condition, genetic information, denial of family and medical care leave, marital status, veteran status, participation in the uniformed military services of the United States, or any other characteristic protected by applicable law, and that is circulated in the workplace, or placed anywhere in GBT's premises such as on an employee's desk or workspace or on GBT equipment or bulletin boards.

Depending on the circumstances, such behavior may not be severe or pervasive enough to create an unlawfully hostile working environment. Nevertheless, GBT considers such behavior inappropriate and may take disciplinary action in response to such behavior even when the behavior is not unlawful.

It is also against GBT policy to retaliate against an employee for filing a complaint of discriminatory harassment or for cooperating in an investigation of a complaint of discriminatory harassment.