



BNY MELLON

Equal Employment Opportunity/Affirmative Action (EEO/AA)

Equal Employment Opportunity (EEO) Statement	The Corporation, as well as its subsidiaries, affiliates and related companies are committed to providing equal employment opportunities to every employee and applicant by establishing employment practices and terms, conditions and privileges of employment regardless of race, religion, color, sex, national origin, age, familial or marital status, ancestry, citizenship, genetic information, sexual orientation, gender identity, veteran or military status, being a qualified individual with a disability, or any other factor protected by federal, state and/or local laws
Policy	It is the policy of the Corporation to ensure non-discriminatory application of all employment practices and terms, conditions and privileges of employment including, but not limited to, recruitment, recruitment advertising, hiring, selection, placement, training, promotion, upgrade, demotion, transfer, reassignment, layoff and recall, corrective action, compensation, benefits, educational assistance, access to employee facilities and separation. Employment practices and decisions are based on an applicant's or employee's skill, ability, experience, training, performance, and other valid job-related qualifications. Such decisions must comply with federal, state, and/or local laws prohibiting employment discrimination.
Affirmative Action (AA) Programs	As a government contractor, the Corporation implements various Affirmative Action measures to ensure equal employment opportunities for minorities, women, qualified individuals with disabilities, qualified special disabled veterans and veterans protected by federal law.
Complaints	Any employee who believes there has been a violation of this policy should promptly present the complaint orally or in writing to any appropriate level of management or Human Resources he/she believes will best be able to fairly address the problem. An impartial investigation will be conducted and appropriate corrective action will be taken.
Protection from Retaliation	Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, retaliation, or discrimination for filing a complaint or assisting in an investigation. Employees who violate this policy will be subject to corrective action, up to and including termination.
Responsibility	The Global Head of Employee Relations is responsible for this policy.
Questions	This is a summary of the policy. For detailed information, refer to the full policy posted on the BNY Mellon Intranet site. The affirmative action programs may also be reviewed in the Human Resources Department during normal business hours. Employees should contact your Human Resources Business Partner or the Human Resources Client Service Center at 1-800-947-4748 or (412) 236-HR4U (4748).