



BNY MELLON

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Our success depends on each of you – your talent, dedication and commitment to serving our clients exceptionally well.

It's a fact that people perform best in an environment where each individual is treated with fairness, dignity and respect. It's also a fact that organizations that sustain a level playing field and support and include all employees tend to perform better. This fact – and our values – supports our uncompromising commitment to diversity and inclusion.

An important part of this commitment is founded on compliance with the Equal Employment Opportunity and Affirmative Action laws and regulations. Therefore, I reaffirm BNY Mellon's commitment to abide by these laws and regulations, as stated below:

BNY Mellon and its subsidiaries and affiliates affirm our Equal Employment Opportunity policy, as well as our commitment to taking positive steps to implement our Equal Employment Opportunity policy. The company affirms our policy of treating all employees fairly regardless of race, religious creed (including religious dress and grooming practices), color, sex (including pregnancy, childbirth, breastfeeding or a related medical condition) or gender (including gender identity, gender expression and gender stereotyping), national origin (including language use and possession of a driver's license issued to persons unable to prove their right to be present in the United States under federal law), age, familial or marital status, ancestry, citizenship, genetic information, sexual orientation, veteran or military status, being a qualified individual with a disability, physical disability, mental disability, medical condition (including cancer and genetic characteristics) or other factors prohibited by state and local laws. The company further affirms our policy that the terms, conditions and privileges of employment, such as recruitment, recruitment advertising, hiring, selection, placement, training, promotion, upgrade, demotion, transfer, reassignment, layoff and recall, corrective action, compensation, benefits, educational assistance, access to employment facilities, and separation are applied in a non-discriminatory manner. Employment practices are based solely on the qualifications of each individual and appropriate job-related standards.

As a federal contractor subject to additional laws and regulations, BNY Mellon also actively participates in results-oriented programs that generate employment and advancement opportunities for applicants and employees covered by its Affirmative Action programs. Accordingly, the company further affirms its policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans and individuals with disabilities without regard to their race/ethnicity, sex/sexual orientation/gender identity, veteran status, or physical or mental disability. Under this policy, BNY Mellon also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the company's business.

Employees are responsible for promptly reporting issues, concerns, problems or complaints under the Equal Employment Opportunity or Affirmative Action policies to any appropriate level of management or Human Resources. BNY Mellon prohibits retaliation against an individual who has brought forward any such issues, concerns, problems or complaints. Employees can also call the Ethics Hotline at 1-866-294-4696 to file an anonymous complaint.

Please join me in supporting BNY Mellon's commitment to Equal Employment Opportunity and Affirmative Action.

Warm regards,

Monique R. Herena