

Equal Employment Opportunity/Affirmative Action (EEO/AA)

Equal Employment Opportunity (EEO) Statement

Equal Employment Opportunity (EEO) is defined as the non-discriminatory application of all employment 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.

Policy

It is the policy of BNY Mellon ("the company") to provide equal employment opportunity to all applicants, employees, unpaid interns and volunteers by establishing employment practices that provide for non-discriminatory treatment in accordance with all applicable laws, regulations, and orders. The company is committed to providing equal employment opportunities to all applicants and employees by establishing employment practices, terms, conditions, and privileges regardless of race (including discrimination based on hairstyle or texture), religious creed (including religious dress and grooming practices), color, sex (including pregnancy, childbirth, breastfeeding/lactation, reproductive decision-making or a related medical condition) or gender (including self-identified or perceived sex such as gender identity, gender expression and gender stereotyping), national origin, age, familial or marital/partnership 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.

Affirmative Action (AA) Programs

As a government contractor, the company implements various Affirmative Action measures 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.

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 by an impartial qualified individual and if appropriate, remedial action will be taken, including corrective action if appropriate. Information on the investigation will be released on a need-to-know basis. Refer to the full Employee Complaint and Appeal Policy for detailed information.

Protection from Retaliation

Retaliation by any employee of BNY Mellon against another individual because he/she has in good faith brought forward an issue, concern, problem or complaint under the Equal Employment Opportunity Policy, or because he/she participated in a company or agency investigation into such complaints, even if sufficient evidence is not found to substantiate the complaint, will not be tolerated and is grounds for corrective action up to and including termination. If you believe that you have been subjected to retaliation, your complaint should be directed to any appropriate level of management or to Human Resources. A member of the Employee Relations team will investigate claims of retaliation.

Responsibility

The Global Head of HR Governance and 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. For any questions, please contact Human Resources through the MyHR portal at <https://mysource2.bnymellon.net/hris/myhr-help>.