



Notice of Affirmative Action Programs and Notice to Veterans and Individuals with Disabilities

Affirmative Action Statement	<p>BNY Mellon (the “company”) is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (“Section 4212”) and Section 503 of the Rehabilitation Act of 1973, as amended (“Section 503”). As such, BNY Mellon is committed to taking positive steps to implement the employment-related aspects of the company’s equal opportunity policy. Accordingly, it is the company’s policy to take affirmative action to employ, advance in employment, and otherwise treat qualified members of underrepresented racial and ethnic groups, 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 for the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose an undue hardship on the operation of the company’s business. This policy has the full support of the Chief Executive Officer and Senior Management of the company.</p>
Covered Veterans	<p>The Corporation is committed to providing affirmative action opportunities to employ and advance in employment veterans protected by the above-mentioned federal laws.</p>
Invitation to Self-Identify	<p>If you are a disabled individual as defined by the Americans with Disabilities Act or the Rehabilitation Act or a covered veteran and believe that you qualify for consideration under any of the Corporation’s affirmative action programs, you may self-identify now or anytime in the future by contacting Human Resources through the MyHR portal at https://mysource2.bnymellon.net/hris/myhr-help.</p> <p>Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Be assured that your self-identification will be kept in confidence and will only be used in accordance with government regulations.</p>
Complaints	<p>Any employee who believes there has been a violation of this policy should promptly present the complaint orally or in writing to a level of management or member of Human Resources with whom the employee is comfortable. An impartial investigation will be conducted and, if appropriate, remedial action will be taken, potentially including corrective action. Information on the investigation will be released on a need-to-know basis. Refer to the full Employee Complaint and Appeal Process for detailed information.</p>
Protection from Retaliation	<p>The company’s affirmative action policy also prohibits employees and applicants from being subjected to retaliation because they in good faith have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503, Section 4212, or any other Federal, state or local law requiring equal opportunity for disabled persons or covered veterans; (3) opposing any act or practice made unlawful by Section 503 or Section 4212 and their implementing regulations, or any other Federal, state or local law requiring equal opportunity for disabled persons or covered veterans; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.</p> <p>Retaliation by any employee of BNY Mellon against an individual because they have in good faith brought forward an issue, concern, problem or complaint under the Affirmative Action 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 you have been subjected to retaliation, you should promptly inform any level of management or Human Resources. A member of Employee Relations team will investigate claims of retaliation.</p>
Program Review/ Questions	<p>The non-confidential portions of the affirmative action program for individuals with disabilities and protected veterans shall be available for inspection upon request by any employee or applicant for employment during normal business hours. For any questions, please contact Human Resources through the MyHR portal at https://mysource2.bnymellon.net/hris/myhr-help.</p>