

EEO and Affirmative Action Policy Statement

For: Employees and applicants based in the United States (U.S.) and U.S. territories

NCR reaffirms its belief and commitment to providing equal opportunity to all employees and applicants for employment and to taking affirmative action to recruit, hire, retain, and advance qualified individuals at all levels of the company in accordance with applicable laws, directives, and regulations. Specifically, it is NCR's policy to:

- Comply with both the letter and the spirit of all applicable laws and regulations governing employment
- Provide equal opportunity to all employees and to all applicants for employment and ensure that all personnel actions and employment practices are based only on valid job requirements and administered without regard to race, ethnicity, color, creed, religion, national origin, citizenship, sex, marital status, age, physical or mental disability, sexual orientation, gender identity or expression, genetic information, veteran or military status, or other protected characteristics
- Engage in affirmative action efforts to employ and advance in employment qualified protected veterans and individuals with disabilities
- Prohibit unlawful discrimination, harassment and retaliation
- Make reasonable accommodations to the limitations of qualified employees or applicants with disabilities
- Ensure that maximum opportunity is afforded to minority and women-owned businesses to participate as suppliers, contractors, and subcontractors of goods and services to NCR; and comply with regulatory agency requirements and with federal, state, and local procurement regulations and programs
- Establish and maintain an internal audit and reporting system to allow for effective measurement of and compliance with the company's affirmative action programs
- Advise employees of their rights to refer violations of this policy to their management or human resources representative without intimidation or retaliation of any form for exercising such rights

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA, Section 503 of the Rehabilitation Act, or any other Federal, state or local law requiring equal opportunity;
- (3) Opposing any act or practice made unlawful by VEVRAA, Section 503, or the implementing regulations or any other Federal, state or local law requiring equal opportunity; or
- (4) Exercising any other right protected by VEVRAA, Section 503 or the implementing regulations.

As President, I am committed to the principles of Equal Employment Opportunity and Affirmative Action set forth in this and related Company policies. I have designated Debra Bronder, Senior Vice President of Human Resources, overall responsibility for the implementation and dissemination of equal employment and affirmative action throughout all levels of the company. I fully expect my managerial and supervisory staff to treat EEO and Affirmative Action as a top priority and take positive steps to ensure the successful implementation of the EEO and AA policies, procedures and objectives at NCR. Non-confidential portions of NCR's affirmative action programs are available for review during regular business hours.

Demonstrated commitment to equal opportunity is an investment in our people and our growth. A company that attracts, selects, develops, and retains the best people will be an industry leader.

Mike Hayford
President and Chief Executive Officer

Effective Date: January, 1999

Updated and Reissued: January 1, 2020