

DIVERSITY, INCLUSION & RELATED POLICIES

Equal Employment Opportunity – Affirmative Action

Affirmative Action

Schindler Elevator Corporation affords equal employment opportunity / affirmative action to qualified individuals regardless of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and related medical conditions), gender identity or gender expression (including transgender status), sexual orientation, marital status, military/veteran status, physical or mental disability, protected medical condition as defined by applicable state or local law, genetic information, or any characteristic protected by applicable by federal, state, or local laws and ordinances.

Schindler's policy of equal opportunity / affirmative action comprehends all aspects of the employment relationship, including application, recruitment, hiring, placement, promotion, transfer, selection for training opportunities, compensation, benefits, employee activities, access to facilities and programs, the application of service, retirement, seniority and employee benefit plan policies, and general treatment during employment.

Underlying this policy is the recognition of Schindler that its continued growth and business success depends upon the development and utilization of the full range of the nation's human resources. Schindler Elevator will take affirmative action to ensure that both applicants and employees are treated without regard to their actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and related medical conditions), gender identity or gender expression (including transgender status), sexual orientation, marital status, military/veteran status, physical or mental disability, protected medical condition as defined by applicable state or local law, genetic information or any characteristic protected by applicable by federal, state, or local law. Detailed objectives of this policy, as well as methods for implementation, are documented in the Schindler's Affirmative Action Plan that is developed on a calendar year basis to implement this policy on EEO. This plan provides for a comprehensive reporting and monitoring procedure.

The Site Manager at each Schindler facility has the overall responsibility of implementing the Affirmative Action Plan locally. The Human Resources Department ensures that the corporate Equal Employment Opportunity / Affirmative Action policy is communicated throughout Schindler. All Schindler managers recognize the importance of Equal Employment Opportunity, Schindler's corporate EEO/Affirmative Action policy, and the need to meet the goals of Affirmative Action Planning.

In addition, employees of Schindler are encouraged to contact their local Human Resources Business Partner of any concerns they may have relating to affirmative action or equal employment opportunity. Reports of discrimination should be made in accordance with the reporting procedures set forth in the Discrimination, Harassment & Retaliation-Free Workplace Policy as well as any procedures set forth in any applicable state supplement. We will not allow any form of retaliation against employees who raise issues of equal employment opportunities in the workplace.

This policy is published yearly for all employees and posted in each office.