



# USA Equal employment opportunity policy

In accordance with applicable law, the Company's policies and practices do not tolerate discrimination against employees and qualified applicants on the basis of age, color, creed, disability, marital status, national or ethnic origin, citizenship, race, religion, veteran status, socioeconomic background, gender, sexual orientation, genetic information, gender identity or expression, or any other basis protected under federal, state, or local law. The Company is committed to equal employment opportunity (EEO) in all aspects of the employment relationship, including hiring, transfers, promotions, training, terminations, working conditions, compensation, benefits and other terms and conditions of employment. The Company complies with the federal, state, and local EEO laws and strives to promote a positive workplace free from unlawful discrimination and harassment. Retaliation is prohibited against any employee who files a complaint of discrimination, participates in a covered proceeding or otherwise opposes discrimination under applicable federal laws.

Review the [Federal EEO Poster and Supplement \(4-page PDF, 120KB\)](#).

Our Affirmative Action Program Narrative for People with a Disability and Veterans is made available for review to all employees and applicants on HSBC premises during normal business hours (9 a.m. to 5 p.m.) by contacting your recruiter and requesting a review.

Review the [Pay Transparency Policy \(1-page PDF, 31KB\)](#).