



BNY

# HUMAN RIGHTS STATEMENT

March 2026

# BNY Human Rights Statement

## Overview

At BNY, we consider human dignity paramount, and work to preserve human rights throughout our company and our supply chain. Our actions are guided by our Human Rights Statement, and we apply these principles to all the entities with which we do business, as well as our employees, suppliers, communities, and other stakeholders.

BNY is committed to the protection and preservation of fundamental human rights around the world. We are guided by international standards such as the United Nations Universal Declaration of Human Rights, International Labor Organization (ILO) Core Conventions, and United Nations Guiding Principles on Business and Human Rights and by our participation as a signatory to the United Nations Global Compact.

## Guiding Principles

BNY strives to act ethically, with integrity and promote work environments that engender conditions of freedom, fairness, security and dignity as demonstrated within our Code of Conduct and our employee-related policies. Our employee-related policies comply with local laws concerning employment and individuals' rights in every country in which we operate.

We strive to create an environment of respect for all individuals. We do not tolerate corruption, discrimination, harassment, child labor, prison labor, forced labor or slavery in any form.

Engaged, healthy employees are critical to our success; we support employee wellbeing through programs that enable our employees to thrive. Our approach acknowledges a variety of life circumstances and centers around fostering resilience, creating life balance, and helping reach financial goals. We provide time off to care for ourselves and loved ones, opportunities to understand and reduce early health risks, fast access to mental health support, and rewards for performance. Equally important is encouraging our managers to create a supportive and safe work environment where everyone belongs, feels valued, and is comfortable accessing resources. We strive to pay equal pay for equal work, and we periodically review our pay practices and processes to confirm compliance.

BNY provides equal employment opportunities to all regardless of race, religious creed, color, sex, gender, national origin, age, familial or marital status/partnership, ancestry, citizenship, genetic information, sexual orientation, veteran or military status, disability (including physical and mental disability), medical condition, genetic characteristics or any other factor protected by federal, state and/or local laws.

We work with our communities and our suppliers to encourage cultural, economic, and social development. Our approach to human rights is embedded in the principles that define our company and is reflected in our policies and actions toward our employees, suppliers, clients and the communities and countries where we do business. Beyond our own workplace and our supply chain, we seek to be a positive influence for the protection of human rights.

## **BNY Modern Slavery Statement**

BNY is committed to preventing modern slavery and human trafficking in our operations and value chain. We believe transparency and accountability promote healthy, resilient financial markets and endeavor to make advancements as we evolve our modern slavery prevention efforts. The Bank of New York Mellon Corporation (BNY) annual Modern Slavery Statement (the "Statement") is prepared pursuant to both the United Kingdom (U.K.) and Australian laws. Under the UK Modern Slavery Act 2015 and Australian Modern Slavery Act 2018 (Cth), this joint Statement is made by The Bank of New York Mellon and the BNY owned and controlled entities listed in the Annex to the Statement. It sets out the actions we have taken to assess and address modern slavery and human trafficking risks in our operations and supply chain. For details on our expectations for suppliers with regards to the United Kingdom Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Cth), please refer to BNY's Supplier Code of Conduct.

The Modern Slavery Statement also covers the activities of BNY for the year ended 31 December 2025.

## **Governance**

BNY's Human Rights Statement is periodically reviewed and updated and is approved by senior management. The Corporate Governance, Nominating and Social Responsibility Committee of the Board of Directors has reviewed updates to this statement.