

March 2022

TO: All Unisys U.S. Associates and Applicants

At Unisys, we recognize that the collective talent, skill and ingenuity of our diverse global workforce is integral to our success. By working together and maximizing our strengths and total potential, we will bring Unisys success in a competitive marketplace.

Our team must consistently demonstrate the passion, discipline, adaptability and resilience that we will need to succeed. For these reasons, Unisys remains committed to promoting diversity and fostering an inclusive work environment, which respects and embraces the varied backgrounds and perspectives of our associates. We believe that all our associates must be treated with dignity and respect. Our commitment to diversity seeks to encourage the many ways in which our associates bring varying approaches and skills to serving our clients and helping one another. We recognize that each associate's unique set of life experiences, ideas and differing perspectives are a valuable resource, which must be cultivated so that we can excel and maintain our competitive advantage.

Accordingly, it is the responsibility of every Unisys leader to comply with the following policies and procedures, which we have implemented as part of our longstanding commitment to compliance with all applicable equal opportunity and affirmative action requirements.

Equal Opportunity Policy

Unisys is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is, therefore, the company's policy to prohibit discrimination and harassment against any applicant, associate, vendor, contractor, customer, or client on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by law. It is also the company's policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct, or participated in a company or agency investigation into such complaints.

Affirmative Action Policy

Unisys does business with the government and is subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended. As such, Unisys is committed to taking positive steps to implement the employment-related aspects of the company's equal opportunity policy.

Accordingly, it is Unisys' policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, 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, Unisys also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified associate or applicant for employment, unless the accommodation would impose undue hardship on the operation of the company's business.



The company's affirmative action policy also prohibits associates and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they 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.

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 associate or applicant for employment per the applicable posting at each Unisys location or otherwise by contacting Lorraine Roskelly, the Affirmative Action Compliance Manager, between 9:00 am and 4:00 pm (EST).

Application of Equal Opportunity and Affirmative Action Policies

These policies apply whenever and wherever a company associate is performing a function of his or her job, including all Unisys locations, client worksites, and company-sponsored or client-sponsored business and social functions. The company's equal opportunity and affirmative action policies require that employment decisions be based only on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions.

Workplace Harassment, Including Sexual Harassment

A key component of the company's commitment to equal opportunity is zero tolerance for workplace harassment based on, or because of, an individual's race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, citizenship status, or any other reason prohibited by law. Such harassment, whether committed by company personnel or by clients, customers, vendors, or other individuals doing business with Unisys, will not be tolerated.

Prohibited harassment occurs when a supervisor, co-worker, or even a non-associate behaves or acts in such a way that creates a hostile work environment for another associate based on an individual's race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, citizenship status, or other protected characteristic. Unisys leaders are responsible for ensuring compliance with all aspects of this equal employment opportunity policy and for developing implementation strategies that promote its intent.

Obligations of Company Personnel

Unisys personnel have an obligation to contribute to a workplace free of harassment and discrimination. Any associate who suffers or observes harassment or any other violation of this policy is strongly encouraged to notify one of the individuals identified below. Unisys will promptly and thoroughly investigate the alleged misconduct and, if a violation of this policy is found, will take immediate and appropriate corrective action.



Pay Transparency Policy Statement

The contractor will not discharge or in any other manner discriminate against associates or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another associate or applicant. However, associates who have access to the compensation information of other associates or applicants as a part of their essential job functions cannot disclose the pay of other associates or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c).

Zero Tolerance for Retaliation

Every associate is encouraged to come forward without fear of reprisal, as Unisys' equal opportunity and affirmative action policies prohibit any and all forms of retaliation against anyone who in good faith complains that these policies are not being followed, or who otherwise participates in a company or agency investigation into such complaints, even if sufficient evidence is not found to substantiate the complaint. If you believe that you have been subjected to retaliation, your complaint should be directed to one of the individuals identified below.

After receiving a complaint involving a violation of the company's equal opportunity or affirmative action policy, the company will investigate and take corrective action, as appropriate. Complaints and investigations will be kept strictly confidential to the maximum extent possible. No one, regardless of position or length of service, is exempt from these policies.

Responsibility for Implementation

As Chair and Chief Executive Officer, I fully support our affirmative action program and am committed to the implementation of the company's equal opportunity and affirmative action policies. I have delegated overall responsibility for these policies to Katie Ebrahimi, Chief Human Resources Officer, Worldwide Human Resources. Each Business Unit leader, or their designee, shall be responsible for the implementation and auditing of these policies assisted by their Business Unit's Human Resource Vice Presidents and Directors.

As our corporate transformation efforts gain momentum, we remain fully committed to seek out and weave into the Unisys fabric a rich diversity of talent. As leaders, it is our responsibility to ensure that we conduct our business in an inclusive working environment where the views and skills of our diverse workforce is sought, respected and valued. Our diversity is, and will continue to be, a source of strength in an increasingly challenging global marketplace.



Peter Altabef

