



# **Title: Equal Employment Opportunity and Affirmative Action**

## **Subtitle: (EEO/AA) Policy Statement US Employees**

**Send to: All US Employees**

Dear GF US employees,

GlobalFoundries (GF) is fully committed to equal opportunity (EEO) and affirmative action (AA) in the workplace and believes that cultural diversity within the company enhances its business potential. GF has a zero-tolerance policy against harassment including sexual harassment, discrimination, intimidation, and retaliation. GF requires that all employees, including managers, supervisors, and co-workers, as well as suppliers, contractors or anyone who conducts business with GF, support GF's Equal Employment Opportunity and Affirmative Action Policy Statement (the "Policy Statement").

### **Summary:**

This Policy Statement applies to GF US applicants, employees (co-workers, supervisor, and managers) including third parties in our workplace, and while engaging in work-related activities outside of the workplace, such as social events and communications.

### **Discrimination Prohibitions**

Employment decisions at GF are based on legitimate job-related criteria. GF is an equal opportunity and affirmative action employer, and as such it is the GF's policy to take proactive steps toward equal employment and nondiscrimination with regard to any employment practices, including but not limited to: recruitment, advertising, job application procedures, hiring, upgrading, demoting, selection for training, promotion, transfer, termination, layoff, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

It is GF's policy not to discriminate in employment nor allow discrimination or harassment, intimidation, threats or coercion of employees or applicants on the basis of an individual's own protected characteristics (or association, affiliation or perceived affiliation with a member of any of the characteristics protected by law), and to offer equal employment opportunities to applicants and employees without regard to the following protected characteristics in all employment practices:

- Ethnicity
- Race and traits historically associated with race
- Hair/Hairstyle
- Color
- Religion
- Creed
- National Origin
- Nationality
- Citizenship Status
- Sex
- Pregnancy (including childbirth lactation and related medical conditions)
- Gender Identity and Expression
- Sexual Orientation
- Family or Caregiver Status
- Sexual or Reproductive Health Decisions
- Marital Status
- Age
- Genetic Information
- Ancestry
- Physical or Mental Disability
- Medical Condition
- Political Affiliation
- Military Status
- National Guard, Veteran or Protected Veteran Status
- Unemployment Status
- Status as a Victim of Domestic Violence
- any other characteristic protected by law with regard to any employment practices

US employees are encouraged to voluntarily self-identify and edit their gender, ethnicity, race, national origin, marital status, citizenship status, LGBTQ+ status, transgender status, pronoun, disability status, and protected veteran status at any time in Workday. Such information will be maintained in a confidential manner and will only be used in accordance with the provisions of applicable laws.

GF makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of GF's business.

Employees with disabilities and disabled veterans are encouraged to request a reasonable accommodation to perform a job for which they are otherwise qualified. Reasonable accommodation requests for disability or pregnancy (including childbirth, lactation, and related medical conditions) can be submitted by emailing [ushealth.services@globalfoundries.com](mailto:ushealth.services@globalfoundries.com).

***In light of EO 11246 this policy statement shall remain in effect until April 20, 2025. Thereafter, this statement will be reviewed to remain compliant with EO 14137.***

Additionally, reasonable accommodations are also made for employees' religious practices and beliefs by emailing [employee.relations@globalfoundries.com](mailto:employee.relations@globalfoundries.com)

Applicants with disabilities or applicants who are disabled veterans are invited to request a reasonable accommodation with respect to the job application process by emailing [usaccommodations@gf.com](mailto:usaccommodations@gf.com) or by informing their recruiter. Reasonable accommodations for applicants' religious practices and beliefs can also be made by emailing [usaccommodations@gf.com](mailto:usaccommodations@gf.com).

## Harassment Prohibitions

Harassment of any kind in the workplace by supervisors, managers, employees, or contractors, on the basis of any characteristic protected by law is a form of discrimination that violates GF's Policy against Discrimination, Harassment, and Sexual Harassment. It is prohibited and will not be tolerated.

Harassment can be a verbal, nonverbal, written, or physical unwelcome conduct that shows aversion or hostility toward any individual because they belong to, or are perceived to belong to, one or more of the protected categories set forth above. Sexual harassment includes (without limitation) unwelcome sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature. Harassment can occur between members of the same or opposite gender or sex. Harassment is often defined by the impact to the recipient rather than the intent.

GF has a zero-tolerance policy against harassment and discrimination. Individuals who feel they have been unlawfully discriminated against and/or, harassed, or witnessed discrimination or harassment, should immediately report the incident to their immediate supervisor, any member of management, an HR Business Partner or Employee Relations ([employee.relations@globalfoundries.com](mailto:employee.relations@globalfoundries.com)) or through GF's toll free Ethics, **Ethics First Helpline** available 24/7 at [www.GF.ethicspoint.com](http://www.GF.ethicspoint.com) - 866-345-6885 (U.S. Toll Free) or through Ethics & Compliance Office - [global.compliance@GF.com](mailto:global.compliance@GF.com) - 518-305-5025. Ethics reports may be made anonymously but employees are encouraged to provide sufficient information to permit an investigation and some contact information to allow for follow-up. Managers who become aware of a situation that may involve unlawful harassment, or discrimination must immediately make a report to an HR Business Partner or Employee Relations.

GF will conduct a prompt, thorough, and impartial investigation and will take appropriate action to remediate any improper conduct if applicable.

## Retaliation Prohibitions

*In light of EO 11246 this policy statement shall remain in effect until April 20, 2025. Thereafter, this statement will be reviewed to remain compliant with EO 14137.*

Retaliation against any employee who reports perceived discrimination or harassment, or other behavior prohibited by this Policy Statement or who participates in an investigation as a witness or in any other capacity, is prohibited and will not be tolerated. Retaliation may include any adverse employment action, such as demotion, discipline, firing, salary reduction, or job or shift reassignment.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations.

GF will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees 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 legal duty to furnish information.

## **Oversight / Accountability**

We as Chief Executive Officer and Chief People Officer are fully committed to principles of equal employment opportunity and affirmative action and support the successful implementation of GF's Affirmative Action Programs "AAP". Emma Cheer is the Affirmative Action Officer for GF, with responsibility for implementing GF's affirmative action activities. The Affirmative Action Officer has the full support of senior management and the staff necessary to fully implement this Program.

All managers and supervisors will take an active part in GF's AAP to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, GF solicits the cooperation and support of all employees for GF's Equal Employment Opportunity and Affirmative Action Policy Statement.

Our affirmative action programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our programs. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action. In accordance with public law, the GF's affirmative action programs for qualified individuals with disabilities and protected Veterans are available to employees for inspection M-F 8am-5pm EST by contacting our Affirmative Action Officer by email at [emma.cheer@globalfoundries.com](mailto:emma.cheer@globalfoundries.com) or by phone at (802) 999-6512.

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## Training

A variety of training tools and workshops designed to promote a workplace free of discrimination and harassment are available for employees and supervisors in the Learning Management System (LMS).

GF strives to create a healthy and safe working environment where employees treat each other with the utmost dignity and respect and that allows employees the opportunity to learn, grow and develop their talents. By embracing our cultural differences and addressing systemic barriers and bias, we can achieve our goal for business excellence and enhance our reputation as a great employer, a great business partner and a great corporate citizen.



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Dr. Thomas Caulfield, President and CEO



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Pradheepa Raman, Chief People Officer

Date Signed

2/24/25

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2/24/25