

JPMorgan Chase & Co. Diversity, Equity, and Inclusion Standards

INTRODUCTION

JPMorgan Chase is dedicated to the development and support of diverse communities from historically underrepresented groups including minorities, women, military veterans, people with disabilities, and members of the LGBTQ+ community. To ensure our Suppliers share the same commitment to diverse communities, the following Diversity, Equity, and Inclusion Standards have been developed for our Suppliers. With JPMC Suppliers adhering to similar principles of Diversity, Equity, and Inclusion, we can best serve our consumer base.

These Diversity, Equity, and Inclusion Standards are stated in a general manner, and JPMC recognizes that there may be multiple approaches to achieve a particular Diversity, Equity, and Inclusion Standard. These Diversity, Equity, and Inclusion Standards are not intended to replace Supplier's standard policies and procedures but are intended to address the minimum standards that the Supplier must have in place as part of Supplier's Diversity, Equity, and Inclusion program. Upon request, Supplier must document in reasonable detail how Supplier meets a particular Diversity, Equity, and Inclusion Standard. Supplier's Diversity, Equity, and Inclusion Standards must be documented, reviewed, and approved, with management oversight, on a periodic basis. These Diversity, Equity, and Inclusion Standards do not limit Supplier's obligations under the Agreement or applicable Law, Supplier must comply with and have processes for researching, evaluating, and complying with, all Laws in the applicable jurisdiction(s).

DIVERSITY, EQUITY, AND INCLUSION STANDARDS

- A documented Diversity, Equity, and Inclusion program must be in place that should include (but should not be limited to) appropriate hiring practices, anti-discrimination, reporting/escalation, and anti-retaliation.
- All new-hire and existing supplier personnel must be subject to training on Supplier's Diversity, Equity, and Inclusion program with appropriate tracking of training completion.
- Supplier must track its workforce diversity across the enterprise, including rates of attrition and promotion amongst diverse employees.
- Supplier must have appropriate procedures for receiving complaints of discrimination, investigating those complaints, and escalation of complaints as needed.
- Supplier must have a third party Diversity, Equity, and Inclusion program in place to monitor their own third parties' DE&I commitment.