



Non-Discrimination Policy Statement

Last updated: September 2025

Policy Statement

State Street is committed to fostering a respectful, inclusive, and professional work environment. We believe that respectful conduct enhances productivity, minimizes disputes, and strengthens our reputation. Every employee is expected to treat colleagues, clients, and vendors with dignity and professionalism.

State Street strictly prohibits discrimination in any aspect of employment. We do not tolerate any form of unlawful discrimination based on: race, color, religion or creed, national origin or ancestry, ethnicity, age, disability, genetic information, sex, sexual orientation, gender, gender identity and/or expression, pregnancy, citizenship, marital status, domestic partnership and/or civil union status, familial status, military or veteran status, and other characteristics protected by applicable law.