

Equal Employment Opportunity (EEO)

Hitachi Digital Services bases employment decisions on the principles of equal opportunity. Hitachi Digital Services recruits, hires, compensates, trains, promotes, demotes, transfers, layoffs, terminates employment, and alters any other terms and conditions of employment, without regard to age, ancestry, color, ethnic origin, gender identity, genetic information, marital status, mental or physical disability, political affiliation, pregnancy, national origin, place of origin, race, religion, sex, sexual orientation, transgender status, veteran status, or any other characteristic protected by applicable national, state, or local law.

Equal Opportunity Workplace

We strive to provide a work environment based on trust, respect, and fairness. Hitachi Digital Services believes that everyone should have an equal opportunity to succeed. As such, we take Equal Employment Opportunity (EEO) concerns and allegations of discrimination very seriously. If there is a report of discrimination, Hitachi Digital Services will thoroughly investigate the alleged report. If it is found that someone has violated this policy they may be subject to disciplinary action, up to and including termination of employment.

Reporting EEO Concerns

Those who believe that they have not been afforded equal opportunity as outlined can use multiple avenues to report their concerns. These avenues include: their Manager, Human Resources, Employee Relations, the Ethics hotline (1-877-437-ETHX or Web Reporting System), or the Legal Department. Any individual that receives an EEO complaint or observes discriminatory conduct must report this to Human Resources or the Chief Legal Officer immediately.

Retaliation

Hitachi Digital Services prohibits retaliation of any kind for employees seeking guidance or reporting suspected violations. If an employee believes that the employee is being retaliated against for reporting an EEO concern, reporting an allegation of discrimination, or for exercising any other protected rights under national, state, or local law, the employee must report this activity immediately to the appropriate manager, Human Resources (HR), the Ethics hotline (<https://hitachivantara.com/hotline>), or the Chief Legal Officer. HR will thoroughly investigate all reported concerns of retaliation.