

## Equal Employment Opportunity Policy

---

### Summary

Ameriprise Financial is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination.

### Scope

This policy applies whenever and wherever a company employee is performing a function of his or her job, including all company locations, worksites and company-sponsored business or social functions, as well as in all interactions with other company employees or contractors. The company's Equal Employment Opportunity Policy requires 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 or disciplinary actions.

### Policy

It is the company's policy to prohibit discrimination against any applicant, employee, vendor, contractor, customer, or client on the basis of race, color, religion, sex, national origin, genetic information, age, sexual orientation, citizenship, gender identity, disability, veteran status, marital status, family 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.

### Employee and Leader Responsibilities

Leaders and employees have a responsibility to contribute to a harassment- and discrimination-free workplace. Any employee who suffers or observes harassment or any other violation of this policy is strongly encouraged to contact the Employee Relations Group Service Center (ERGSC). It is every leader's responsibility to ensure that the workplace is free of discrimination and other offensive behavior. A leader who becomes aware of a potential discrimination or harassment situation has a responsibility to ensure that it is investigated and appropriate corrective action is taken, if warranted.

### Questions

An employee with questions or concerns related to equal employment opportunity should contact the Employee Relations Group Service Center (ERGSC) at 1.877.267.4748 or by email to [ERGSC](#); an HR business partner; or EthicsPoint at 1.800.963.6395. Questions or concerns are kept in the strictest confidence. Complaints of harassment or any other violations of this policy are discreetly and promptly investigated.

*This document does not create a contract of employment or a contract for any specific term or condition of employment between Ameriprise Financial and an employee. The relationship between Ameriprise Financial and an employee is at-will, meaning that either the employee or the company may terminate it at any time for any reason, with or without advance notice or progressive disciplinary action. Nothing in this policy is intended to prohibit employees from exercising their rights under Section 7 of the National Labor Relations Act.*

*Ameriprise Financial reserves the right to make changes in or discontinue company policies, compensation plans, benefits and programs as it deems appropriate and these changes may be implemented even if they have not been communicated in this (or by change to this) document or otherwise. The company takes reasonable efforts to ensure the accuracy of the contents of policy documents and in the administration of its policies and programs. The company does not assume responsibility for consequential damages caused by administrative or clerical errors.*

*If this document refers to any company benefit program, it describes only certain highlights of the company's benefit program. It does not supersede the actual provisions of the applicable plan documents, which in all cases are the final authority. The applicable plan administrator has the sole authority and discretion in determining eligibility and in interpretation and administration of the plans.*

© 2015-2016, 2018-2019 Ameriprise Financial, Inc. All rights reserved.