

SYKES is an equal employment opportunity employer and strives to treat all employees with respect and dignity. Our diverse workforce provides many benefits, including creativity, variety in approaches to problem solving, and the ability to work effectively in our diverse markets.

SYKES is committed to selecting, developing, and rewarding the best person for the job based on the requirements of the work to be performed and without regard to ***race, age, color, religion, sex, creed, national origin, ancestry, citizenship, disability/handicap, marital status, protected veteran status, uniform status, sexual orientation, pregnancy, genetic information, gender identity and expression, or any other basis protected by federal, state or local law.*** The Company forbids discrimination of all kinds, whether directed at employees, applicants, vendors, customers or visitors. This Policy applies to all terms and conditions of employment, including recruitment, hiring, promotion, transfer, demotion, reduction of workforce, compensation, benefits, training, discipline and termination.

SYKES will take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

Employees should immediately report any violation of these standards. SYKES will promptly and thoroughly investigate all potential violations and take effective action if we find that a violation has occurred.

Genetic Information

In addition to prohibiting employment discrimination because of genetic information, federal law prohibits employers from requesting or requiring genetic information of an individual or family member of the individual except as specifically allowed by law. SYKES respects employees' medical privacy and takes its responsibility to protect medical privacy seriously. We will not request or require employees to provide genetic information except in those limited circumstances allowed by law.

SYKES strives to attract and retain the best-qualified employees, and to provide an environment that fosters productivity by a highly diverse workforce. SYKES provides equal employment opportunities to all employees and applicants and commits to comply with laws regarding equal opportunity.