



Notice and Invitation to All Associates and Applicants Affirmative Action and Equal Employment Opportunity Policy Statement

BMW Manufacturing Co, LLC. has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

1. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
2. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
3. Associates and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Sherry McCraw to take on the responsibilities of EEO Coordinator. As EEO Coordinator, she will be responsible for the day-to-day implementation and monitoring of the Affirmative Action Plan. As part of that responsibility, she will periodically analyze BMW Manufacturing Co, LLC personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our Associates or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Sherry McCraw during regular business hours. This is also a reminder that employees may update their disability and/or veteran status at any time by using the search field key word "self-identification" in My eServices.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of BMW Manufacturing Co, LLC's personnel to attain our objective of equal employment opportunity for all.

Sincerely,
Dr. Robert Engelhorn
President and CEO

Company
BMW Manufacturing
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BMW Group Company

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This Affirmative Action Program is effective from January 1, 2023, to December 31, 2023.

Pay Transparency Non-discrimination Provision

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)