

Qualcomm Diversity, Equity & Inclusion Policy

(Formerly Known As Qualcomm Global Inclusion & Diversity Policy)

Qualcomm is a company comprised of innovators and visionaries. True innovation demands a variety of viewpoints, so we seek to foster diverse and inclusive teams, managers, and leaders to promote the innovations that will power the future. We measure and track our progress to ensure our programs and policies are having a meaningful effect on our workforce. We expect employees to embrace these values to ensure that Qualcomm's work environment is inclusive and respectful, as well as free of harassment, discrimination, and retaliation.

I. Our Policies Prohibiting Discrimination, Harassment and Retaliation

Qualcomm prohibits harassment and discrimination based upon race, color, ancestry, national origin, religion, sex/gender, gender identity and/or expression, sexual orientation, age, physical disability, mental disability, veteran or military status, genetic information, pregnancy, medical condition, marital status, or any other basis prohibited by law. Qualcomm is committed to providing equal employment opportunities for qualified individuals in all personnel practices, including recruitment, advertising, hiring, upgrading, placement, promotion, demotion, transfer, layoff, termination, and rehiring; all forms of compensation and benefits; job assignments, job classification; and any other term, condition, or privilege of employment.

Qualcomm also prohibits retaliation against any individual who in good faith opposes, or reports known or suspected harassment or discrimination or lawfully initiates or assists in any investigation or in any action or proceeding resulting from a harassment, discrimination, or retaliation allegation. Any employee who feels that they have observed or experienced any conduct that may violate these policies are encouraged to promptly bring it to the attention of [Human Resources](#), [Corporate Legal](#), or the [Business Conduct Hotline](#). Employees who violate our policies prohibiting discrimination, harassment, or retaliation will be subject to appropriate disciplinary action.

II. Preventing Harassment

Qualcomm requires all U.S. leaders who manage, supervise, or direct the work of others (as determined by Human Resources) to complete at least two hours of preventing harassment training every two years. We also require all U.S. non-managerial employees to complete at least one hour of preventing harassment training every two years. In addition, we provide managers and non-managers with access to hundreds of online and in-person trainings covering topics from soliciting feedback, to presentation skills, to creating an inclusive work environment.

III. Affirmative Action Programs

In the United States, Qualcomm maintains Affirmative Action Plans designed to promote good faith efforts to recruit, employ, and advance in employment qualified women, minorities, individuals with disabilities and protected veterans at all levels. These programs set forth specific affirmative action and equal employment opportunity responsibilities of managers, supervisors, and all employees, and all employees are expected to demonstrate commitment to these efforts to promote equal opportunity for all, to encourage diversity within Qualcomm, and to create a respectful and inclusive workplace.

IV. Reasonable Accommodation

The Company engages in the interactive process to provide reasonable accommodations to employees and applicants with disabilities to permit them to perform the essential functions of their job. The Company also makes reasonable accommodations for religious practices and observances.