



Consulting for the Financial Industry

Human Rights Policy

VMS, Inc. believes that respect for the dignity, rights, and ambitions of all people is a cornerstone of business excellence. We are committed to the highest standards of business ethics, and we expect the suppliers and contractors with whom we do business to embrace similar values and standards.

Freely Chosen Employment

VMS, Inc. recognizes and respects all labor and employment laws, including those respecting freedom of association, privacy and equal employment opportunity wherever it operates.

Non-Discrimination

VMS, Inc. prohibits discrimination against and harassment of any employee or any applicant for employment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status, or any other characteristic protected under applicable federal or state law. All personnel who are responsible for hiring and promoting employees are charged to support this effort and to respond promptly and appropriately to any concerns that are brought to their attention.

Equal Pay

VMS, Inc. will not pay wages to any employee at a rate less than the company pays employees of the opposite sex for work that is substantially equivalent requiring comparable skills. This policy is to be construed in accordance with applicable federal and state laws and regulations.

Child Labor

VMS, Inc. complies with all child labor laws. We understand that children may legitimately perform tasks which do not interfere with their education, do not negatively affect their health, safety, and development, and are in compliance with applicable laws and regulations. VMS, Inc. will endeavor to make its contractors, vendors and suppliers aware of its expectations and commitments to this policy. We will maintain accurate documentation as legally required to verify the age of all employees covered by applicable child labor laws and regulations. VMS, Inc. will establish apprenticeship programs, summer hire programs, and high school/junior college programs that are intended to encourage further education and development of children.

Working Hours, Wages & Benefits

Hours of work, rates of pay, and benefits will be in compliance with applicable laws and regulations.

Health & Safety

VMS, Inc. strives to provide its employees with a safe and healthful workplace environment. To accomplish this goal, both management and employees diligently undertake efforts to promote safety. Likewise, employees must utilize the highest standard of care and good judgment in the performance of their job responsibilities. Employees shall follow all safety rules and regulations at all times and follow the directions of warning signs or signals or the commands or directions of supervisory personnel. Safety rules and regulations are issued or modified from time to time and are effective immediately. Rules and regulations are distributed to employees and posted on the employee bulletin board. Safety first!

Smoking

VMS, Inc. recognizes that the decision to smoke or not to smoke is a personal one. During working hours, our policy is to limit smoking to areas designated by supervisory personnel.

Continuity of Policies

VMS, Inc. reserves the right to revoke, change, or supplement these policies at any time without notice. No policy is intended as a guarantee of continuity of benefits or rights. No permanent employment or employment for any term is intended or can be implied by statements herein.

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