



NCR Corporate Citizenship

**Committed to Building a Better Workplace,
a Better Community and a Better World**



NCR has a proud tradition of responsible corporate citizenship dating back to the company's founding in 1884. As a member of the global business community, we are committed to conducting all aspects of business in an environmentally sound manner, with care for the safety and health of our employees, as well as for the needs of our customers and the general public in the communities we serve around the world.

The NCR Code of Conduct serves as our guide and point of reference for upholding our Shared Values, which encompass integrity, performance, customer dedication, innovation, and respect and teamwork. NCR Shared Values form the foundation of our business relationships with each other, our customers, partners and suppliers. They direct our behavior and guide our decisions as we drive to achieve our business objectives, and we expect the suppliers and contractors with whom we do business to embrace similar values and standards. NCR Shared Values define a global, consistent framework for conducting business, as well as building a better workplace, a better community and a better world.

NCR Shared Values:

- >> **Integrity**
- >> **Performance**
- >> **Customer Dedication**
- >> **Innovation**
- >> **Respect and Teamwork**

A Better Workplace

Our Commitment to Diversity and Inclusion



NCR provides the environment, tools and rewards that support success for our people around the world. As a global company, we understand the importance of nurturing an inclusive environment where individual differences are valued, supported and encouraged. At NCR, we are an equal opportunity employer that values the unique qualities, abilities and perspectives each person brings to a challenge or an opportunity. NCR has established Business Resource Groups as part of our inclusive environment. These groups, which vary by geography, encourage all employees to fulfill their full potential:

- >> The Alliance of Black NCR Employees
- >> Hispanic Association of NCR Employees
- >> Asian/Pacific American Association for Advancement
- >> Individuals with Disabilities: Enabling Advocacy Link
- >> League@NCR is a partnership with Lesbian, Gay, Bisexual and Transgendered Employees
- >> Women In NCR



NCR is committed to complying with applicable health and safety regulations related to protecting employees and providing working conditions that are free from recognized hazards. NCR's workplace programs are designed to protect the safety and health of employees and to prevent and mitigate workplace incidents that could arise from abnormal operating conditions and potential emergency situations. As with other areas of the business, NCR strives for continuous improvement in the area of workplace health and safety.

To further ensure the comfort and safety of NCR associates, NCR maintains a global Ethics & Compliance Program that guides our business conduct and practices. The Ethics & Compliance Office, managed by the company's Ethics & Compliance Officer, provides advice and interpretation of the company's Code of Conduct, Shared Values, policies and procedures, as well as governmental regulations and requirements; manages NCR's AlertLine (1-888-256-5678); investigates allegations of inappropriate, fraudulent, illegal, unethical and non-compliant behavior; recommends and ensures consistent, fair disciplinary actions for Ethics & Compliance violations; and provides an overall ethics and compliance training plan.

Securing a Safe and Healthy Place to Work





Providing Ongoing Education to NCR People and Partners

At NCR, employee development is an integral part of the way we manage our business. We invest in tools and opportunities that empower our employees to take charge of their own personal and professional growth and development, both within NCR and beyond. *Training* magazine has in fact named NCR as one of the top 100 training companies for the third year in a row.

As a leader in self-service technologies, NCR's commitment to learning transcends the classroom, bringing innovative learning programs to the desktops of employees, contractors, customers and partners worldwide through NCR University, an award-winning Web portal. NCR University offers convenient, online access to hundreds of on-demand courses, seminars and e-books as well as a variety of company supported professional assessment and development planning tools - 24 hours a day, seven days a week.

Educational support also extends to children of NCR employees, who are eligible to apply for the NCR Scholarship Program. This annual cash award is given to selected dependents of NCR employees worldwide who are chosen according to their academic ability, activities, leadership and personal promise.



Offering Superior Benefits and Compensation

All of our associates have a financial stake in the performance of our business. Accordingly, NCR offers compensation and benefits programs that engage all associates as business partners who share in the success of NCR.

In support of these principles, NCR rewards outstanding performance, recognizes both team and individual results and offers a complete benefit package to support the work/life balance needs of our people worldwide. These include flexible work schedules, telecommuting, health and welfare plans, recognition programs, tuition assistance and retirement planning.

A Better Community

The mission of the NCR Foundation is to support the economic, cultural, social and educational well-being of communities where NCR has a significant presence. The NCR Foundation invests in innovative programs, approaches and solutions in the civic, arts, education, and health and human services areas. Additionally, NCR's Matching Gifts program, funded through the NCR Foundation, enables NCR associates to have an even greater impact with their contributions to higher education and arts-related organizations.

Headquartered in Dayton, Ohio, NCR provides support for Culture Works, a Dayton-based arts and cultural development organization. Culture Works provides the single largest source of private funding for arts and cultural organizations in greater Dayton, as well as valuable resources including arts management training, promotional services and arts education advocacy.

Beyond the Dayton area, both the NCR Foundation and NCR associates have been long-time supporters of the United Way in communities across the nation. In fact, NCR's partnership with the United Way stretches back to the company's founding more than 100 years ago and is reflected in our designation as one of the United Way's National Corporate Leaders.



**Workplace Giving
Campaigns**



United Way
International

On a global basis, NCR employees are involved in initiatives that support their local communities. A few examples include NCR's Eurocentral multilingual Customer Care Centre, which hosts visits from local schools to promote foreign language learning. NCR Canada has raised nearly \$350,000 for the Juvenile Diabetes Research Foundation over the past 20 years, and has been a long-time supporter of Big Brothers/Big Sisters, Junior Achievement and the United Way. And in Cyprus, associates support events that raise money for children with special needs as well as the Muscular Dystrophy Association.

In addition to supporting the ongoing needs of the communities in which we live and work, NCR associates have responded generously to those in immediate need by raising hundreds of thousands of dollars to help those facing challenging circumstances as a result of natural disaster. NCR was in fact honored with a Red Cross Good Neighbor Award recognizing the significant contributions to Red Cross relief efforts by NCR employees around the world in response to the Asia tsunami, Hurricane Katrina and the earthquake in Southeast Asia.



NCR employees support the communities in which they live and work by participating in local volunteer activities, which develop characteristics such as creativity, trust, teamwork and persistence. They build skills and attitudes that foster commitment, company loyalty and job satisfaction.

NCR looks for opportunities to partner with non-profit organizations on projects that support the well-being of the communities where we have a significant presence and that leverage NCR employee skills where possible. In recent years, employees have reported some 20,000 hours annually of community service through schools, health organizations, shelters, scouting, churches and other youth programs.

NCR senior leaders are actively involved in bettering their surrounding communities through our executive board placement program. NCR is currently represented on over 50 non-profit boards, including United Way, the Red Cross, Boy Scouts, Girl Scouts and the Dayton Art Institute, as well as leading business schools, chambers of commerce and other civic, academic and philanthropic organizations worldwide.

Volunteer Efforts

Board Placements



“ Giving back to our communities is such an important, longstanding part of our culture. And as a publicly traded company, I believe we have an obligation to give back to the communities where we conduct business. Clearly, our people truly care and are personally committed to making a difference in people’s lives through volunteer and financial support. I am proud of our company and every employee across the globe who is living these caring values. ”

>> *NCR CEO Bill Nuti*

A Better World

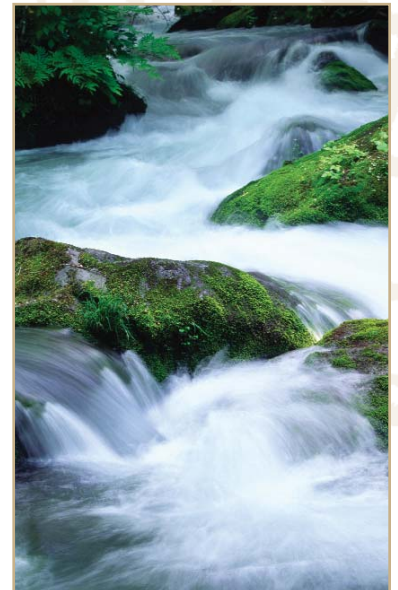
NCR is committed to operating our business in an environmentally sound manner worldwide, with a continuing commitment to ensure the ongoing protection of the environment. NCR is also at the forefront of designing self-service products that expand accessibility to all the world's populations.

NCR's environmental policies and programs are consistent with international and domestic environmental management system standards. Key NCR manufacturing facilities have achieved certification to the ISO 14001 standard.

NCR facilities use utilities management programs designed to monitor and reduce consumption through the application of appropriate technologies. Extensive use is made of motion activated low energy lighting systems, zonal heating and ventilation systems, and building control systems which tailor efficient energy use based on occupancy and environmental conditions. NCR's newer facilities are designed to utilize the latest technologies for energy and water conservation.

NCR has implemented facility recycling programs to include paper and consumables utilized in test and manufacturing processes along with paper waste generated from office activities. In addition, NCR recycling programs include source separation of corrugated cardboard, plastics, glass, metals and used electronic products and assemblies. NCR works with suppliers to reduce scrap and packaging materials, including the use of returnable packaging.

Responsible Environmental Management



Product Stewardship

As a member of the global marketplace and community, NCR acts responsibly toward our customers and the environment in which our products, operations and services are deployed. NCR is committed to complying with legislative requirements that cover product design, recycling, recovery, treatment, management and disposal of electrical and electronic equipment. NCR offers a cost effective, secure and environmentally responsible solution for retirement of ATMs and other hardware equipment. NCR's service conforms to the strictest local and international standards for responsible recycling and the safe disposal of hazardous materials.

Design for Environment



NCR recognizes that responsible product stewardship begins with product design. From product conception to final disposition, NCR strives to improve the environmental design of our products, with a goal of reducing energy consumption, eliminating hazardous materials and maximizing opportunities for recycling and/or reuse. NCR's "Design for Environment" team, with representatives from across the business, provides Corporate leadership and direction for continuous improvement of the environmental attributes of NCR products, with compliance with legal obligations set as a minimum requirement.

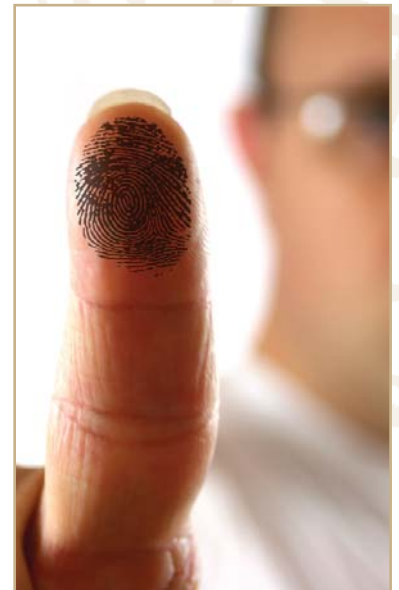
NCR is fully compliant with the European Union's Restriction on Hazardous Substances (EU RoHS) Directive and similar legislation worldwide. Many NCR products have already been converted to be compliant with EU RoHS on a global basis, in advance of a legal requirement to do so.

An example of NCR's environmental leadership is our two-sided thermal printing technology (2ST). 2ST allows for real-time printing of transaction and other variable information on both sides of a receipt or document, thereby reducing paper consumption and maximizing value for end users and their customers. 2ST saves trees and energy, and reduces air emissions, waste to landfills and wastewater production.

NCR technology provides expanded opportunities by improving accessibility to self-service products and applications. We also have experience in addressing many types of disabilities, including audio and speech-driven user interfaces that accommodate the blind; choosing color combinations that make screens legible by the color blind; ensuring proper clearance, height and reach for the wheelchair-bound; and designing interfaces that facilitate use by individuals with cognitive disabilities, such as attention deficits and epilepsy. Examples of NCR innovation in this area include:

- >> **Talking ATMs** - NCR worked with a banking customer to introduce the world's first audio ATM, enabling blind and visually impaired people around the world to have access to banking services at their convenience.
- >> **Biometrics** - NCR has incorporated fingerprint recognition/biometric technology into ATMs deployed in rural towns where illiteracy makes ATM usage inaccessible for many migrant workers. When these small growers come to town to sell their goods, payment is electronically transferred to their accounts so they can access their money biometrically.
- >> **Avatars** – NCR is testing an avatar implementation in areas of the world where literacy rates are low. The system uses digital characters to deliver information to the consumer in his native language.

Expanding Accessibility





Guided by our Shared Values, NCR is committed to demonstrating corporate responsibility and serving as an exemplary employer, a valued member of the communities in which we live and work, and a trusted business partner to our customers around the world.

For more information, please visit www.ncr.com/citizenship.





NCR Corporation
1700 S. Patterson Blvd.
Dayton, Ohio 45479 USA

Tel: 1.800.225.5627

Outside the U.S.
1.937.445.1936

www.ncr.com/citizenship

Printed on recycled paper.