



Human Rights Statement

We are committed to the dignity, freedom, equality, justice of every human being and will work to preserve human rights throughout our company, our customer base and our supply chain. We believe in treating all people with respect and fairness and our actions are guided by the principles set forth in this Human Rights Statement which we apply to everyone we interact with, including our associates, agent partners, suppliers, communities and other stakeholders.

- We value and promote an inclusive, diverse, safe and ethical workplace as demonstrated within our Associate Code of Business Conduct, Equal Employment Opportunity Statements, other associate relations policies and applicable laws.
- We respect the protection of human rights within our sphere of influence and will make sure that we are not complicit in human rights abuses. We will speak up for tolerance and speak out against prejudice.
- We do not tolerate discrimination or harassment in the workplace on the basis of age, disability, ethnicity, national origin, gender, race, color, religion, marital status, sexual orientation or any other differences.
- We do not tolerate any form of forced or compulsory labor or child labor.
- We will raise our associates' awareness on human rights violations and encourage them to do their part to respect individual rights.
- We support organizations and services that protect the human rights needs of the society and work with our communities to encourage cultural, economic and social development.
- We will inform our suppliers of our human rights commitment and encourage them to adopt practices to protect human rights.
- We believe that, through our actions, we can be a constructive influence for human rights.

