



Global Human Rights Statement

Effective as of November 2024

Scope & Purpose

This statement covers the global businesses of Assurant, Inc. (“Assurant”). It sets forth Assurant’s clear commitment to respecting human rights in Assurant’s operations around the world.

Our Approach to Addressing Human Rights Risks

Assurant is committed to complying with all applicable laws and respecting internationally recognized human rights, guided by the framework of the [United Nations Guiding Principles on Business and Human Rights](#). We adhere to the highest standards of business integrity and ethical conduct, and expect our business partners, customers, employees, agents, suppliers and subcontractors to engage in lawful and ethical business practices, including respecting internationally recognized human rights, and prohibiting child labor and all forms of forced and compulsory labor.

We believe the best way to fulfill our commitment to respecting internationally recognized human rights is to build a culture of trust and respect throughout our organization. We seek to achieve this in many different ways and continuously strive to improve on our efforts.

We work hard to make Assurant an outstanding employer and corporate citizen and encourage dialogue and engagement throughout our organization and with internal and external stakeholders.

Policies, Procedures and Commitments

Assurant works to ensure its policies and practices foster a work environment that upholds our high standards of integrity, which promote responsible citizenship globally. Anchored by our values of Common Sense and Common Decency, we are guided by internal policies and processes to ensure that our employees conduct business in an ethical and transparent manner, including but not limited to:



- **Code of Business Conduct and Ethics** contains guidance on how to apply our values and ethical standards in day-to-day business and how to report any concerns. Our employees are expected to engage in and promote honest and ethical conduct and report any possible violation of these standards. All employees are required to undertake annual mandatory training to ensure that they understand the company's ethical standards, including Assurant's commitment to respecting human rights. Violation of our Code of Business Conduct and Ethics may result in disciplinary action, up to and including termination from employment.
- Assurant is an **Equal Employment Opportunity** employer and is committed to equal opportunities for our applicants and employees. All aspects of consideration for employment and continued employment are on the basis of qualifications without regard to race, religion, sex, disability, or any other characteristics protected by applicable law. Additionally, Assurant will make reasonable accommodations for disabilities and medical conditions and in other cases as required by applicable law.
- Assurant is committed to pay equity, fair compensation, and working hours consistent with the laws and regulations where we operate.
- Assurant is committed to the fair treatment of its workforce by creating and maintaining a safe, supportive, and respectful work environment. In keeping with this commitment, Assurant does not tolerate harassment, unlawful discrimination, threats, or acts of violence in the workplace or any other type of inappropriate behavior committed by or against employees, vendors, customers or others throughout our operations.
- Assurant is committed to the health and safety of our workforce and ensures that new sites are designed, and all sites are maintained, to a high standard, meeting legally required health and safety workplace standards as a minimum.
- **Assurant Raising and Reporting Concerns Policy** encourages our employees to raise concerns regarding practices within our business and supply chain, including business partners, customers, suppliers and subcontractors. They can do so without fear of reprisal under our **Non-Retaliation Policy**. **External stakeholders are likewise encouraged to report any concerns via our Ethics helpline at [Helpline.assurant.com](https://www.assurant.com/helpline).**
- Assurant endeavors to contract with Third-Party Suppliers that share our values of engaging in lawful and ethical business practices. Recognizing that each entity in that network should seek to undertake its own efforts to address human rights issues, we support their efforts on this subject. We require contracted Third-Party



Supplier attestation to our [Supplier Code of Conduct](#) on a risk assessed basis and we conduct due diligence as appropriate to proactively identify and assess potential impacts and legal, compliance, and reputational risks, including those related to possible human rights violations.