

The Hanover

# Our Human Rights Policy Statement

Over the course of our long history, our company has established a foundation of trust and respect among our many stakeholders by demonstrating our commitment to consistently doing what's right and delivering on our promises to our many constituents. This commitment is particularly important when it comes to human rights. We're committed to upholding and promoting the fundamental rights and dignity of all people. We believe we have an opportunity to positively impact the promotion of human rights and recognize that it is our corporate responsibility to uphold these principles throughout our entire organization. With this in mind, we expect our employees, business partners, vendors and suppliers, to also support human rights.

Supporting human rights is engrained through all facets of our business. In addition, we are committed to complying with all laws and regulations in the markets in which we operate.

The core principles embodied in the United Nations Declaration of Human Rights, including the principle that all people are "born free and equal in dignity and rights," are fully aligned with, and are an inspiration for, our organization's CARE values and the core tenets of our Code of Conduct.

The Hanover's Board of Directors, our legal and compliance teams, members of our human resources and talent management team oversee our Code of Conduct and the implementation of these policies.

Our commitment to human rights is guided by the following principles:

- **Ethical Business Conduct**—As detailed in our Code of Conduct, we're committed to the highest standards of business ethics. These standards govern the conduct of our business operations for all employees. We expect all business on behalf of The Hanover to be conducted with honesty and integrity and in full compliance with all applicable laws and regulations.
- **Corporate Citizenship**—We recognize we have a responsibility to support the communities we serve and be a good corporate citizen.
- **Employee Rights and Fair Labor Practices**—We are committed to promoting a work environment of transparency and trust, where all our employees are treated equally and with respect. We compensate our employees fairly and operate in compliance with applicable wage, work hours, overtime and benefits laws.
- **Inclusion, Diversity and Equity (IDE)**—We support and encourage IDE in our business by maintaining a workplace free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. We are committed to the protection of women's rights. We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.
- **Safe and Healthy Workplace**—Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees; one that complies with all applicable laws, regulations and internal policies.
- **Forced Labor and Human Trafficking**—We are committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.
- **Child Labor**—We do not engage in or condone the unlawful employment or exploitation of children.