



HUMAN RIGHTS STATEMENT

April 2018

Human rights commitment

As a responsible wealth manager we are committed to respect international human rights¹, at all times and in all the different roles we fulfil: as a lender, investor, service provider, employer and purchaser.

To underline our position on international human rights, we are a signatory to the UN Global Compact (UNGC), a global standard for companies to align their strategies and operations with universal principles on human rights, labour, environment and anti-corruption. In addition, we also support the UN Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises (OECD).

Our approach

As we realise that we can cause, contribute to or be linked to potential adverse human rights impacts via our business relations, we have extensive due diligence procedures and policies in place to identify, prevent, mitigate and remedy potential or actual negative human rights impacts. Our due diligence procedures make use of specific filters, standards and parameters for sectors that are deemed potentially high-risk from a human rights perspective.

We have also established specific policies to exclude companies that structurally harm human rights, e.g. manufacturers of controversial weapons.

In the period ahead we aim in addition to the disclosures in our integrated report to further improve our reporting on human rights (policies, implementation and results) by using – among others - the UN Guiding Principles Reporting Framework.

¹ We define international human rights as the rights laid down in the eight core ILO conventions and the International Bill of Human Rights. The latter consists of the Universal Declaration of Human Rights and the two covenants by which this declaration was codified in international law: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.