

# Human & Labor Rights Policy

At RenaissanceRe, our people are our most valuable resource. We are firmly committed to the protection, promotion, preservation and sanctity of human and labor rights across our organization and are guided by the principles outlined in international standards such as the United Nations Universal Declaration of Human Rights.

We are committed to human and labor rights and expect compliance throughout our organization to our Code of Ethics and Conduct (the “Code”), and group policies and procedures. We are an equal opportunity employer and have policies and training in place to identify and prevent discrimination, bullying, harassment and other forms of workplace behavior we deem to be unacceptable.

To ensure that we uphold our commitment to the principles of human and labor rights, we:

- Update the Code, and other applicable policies and procedures on a regular basis to ensure we consider human and labor rights. All employees are required to read and certify annually that they understand and are compliant with the Code and related policies.
- Engage with the Board as appropriate on principles of human and labor rights, including annual approval of the Code.
- Implement processes, where necessary, to comply with principles of human and labor rights.
- Require employee training on important human and labor rights issues, including non-discrimination, anti-money laundering, anti-bribery and corruption and recognizing conflicts of interest.
- Object to forms of forced and compulsory labor, child labor, human trafficking and slavery.
- Expect our people to report actual or suspected human or labor rights violations directly or anonymously through our Whistleblowing helpline.
- Ensure that we comply with applicable labor, safety, health, and other workplace laws in the jurisdictions in which we operate.