



Human rights policy

The Storebrand Group is committed to conducting its business with respect for all internationally recognized human rights including those set out in the International Bill of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. The Group is dedicated to consistently following the United Nations Guiding Principles on Business and Human Rights and the ten principles of the United Nations Global Compact. Storebrand is also committed to following the OECD guidelines for Multinational Enterprises and the United Nations Principles for Responsible Investments (PRI).

Our Human Rights Policy and [Ethical Rules](#) set out the principles for how we relate to our employees, partners, contractors and suppliers, as well as the companies we invest in. Storebrand is committed to preventing violations to, and respecting international Human Rights, hereunder; Forced Labor, Child Labor, Freedom of Association, the Right to Collective Bargaining, Equal Remuneration, Discrimination, Indigenous and Tribal Peoples Rights. The list is inexhaustive.

Employees:

- Storebrand is a signatory to the UN Global Compact along with the ILO Declaration on Fundamental Principles and Rights at Work, and performance is reported regularly in Storebrand's annual report and in the report on progress to the UN Global Compact. Storebrand is committed to diversity and non-discrimination based on gender, ethnicity, nationality and sexual orientation. Storebrand cooperates closely with labor unions and representatives and has established both internal and external whistle-blower channels where employees anonymously can report cases.

Asset management:

- Storebrand applies a standard for all assets under management by the Group; [the Storebrand standard](#). This standard clearly states that Storebrand will not invest in companies involved in serious violations of human rights ([Analysis Criterion: Human Rights](#)) and international law ([Analysis Criterion: International Law](#)). Storebrand's screening for violations of human rights is based on the Universal Declaration of Human Rights, made operational through core UN and ILO conventions. Storebrand is a signatory to the United Nations' Principles for Responsible Investments (PRI), and reports regularly on its investment activities through the PRI.

Suppliers and contractors:

- Storebrand's procurement and supplier policies are part of Storebrand's commitment to sustainability and human rights. Suppliers are required to inform Storebrand whether they have ethical and human rights guidelines and whether they comply with the ten principles of the UN Global Compact. Suppliers of goods and services should have the appropriate tools to ensure high standards of commitment to social and environmental issues. The Executive Vice President of Sustainability, Communications and Public Affairs is responsible for the implementation of this policy, and for reporting externally and to the Board on human rights issues.