

An abstract geometric design featuring several overlapping squares and rectangles in shades of orange and red. A large red square is positioned in the upper left, partially overlapping a white square. Below it, a smaller red square is positioned to the right. The background is a light orange color with a white square on the left side.

Respect for Human Rights Policy

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Introduction

In the framework of European and Swiss regulations regarding environment, social and governance (ESG), respect for human and employees' rights and the ban on child labour within companies themselves and in the context of their business activities is a top priority. The regulation requires companies to apply duties of care, documentation and reporting.

Policy Statement

Baloise is committed to respecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and to upholding them in its business activities and at all stages in its value chain. This commitment encompasses all internationally recognised human rights, including those included in the International Bill of Human Rights, which consists of the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR), the Convention on the Rights of the Child (CRC) and the core labour standards of the International Labour Organization (ILO).

Through its companies and branches, Baloise operates in Switzerland and several countries of the European Union (EU) and the European Economic Area (EEA). In all of these countries, human rights and the ban on child labour are enshrined in higher-level or local legislation. Baloise is expressly committed to these values and implements them by complying with statutory and regulatory requirements.

Baloise's respect for human rights is also guided by the UN Sustainable Development Goals (SDGs), which are a central component of its business practices.

Baloise has also signed the UN Principles for Sustainable Insurance (PSI) and Responsible Investment (PRI). The UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct (OECD MNE Guidelines) also guide us in our actions.

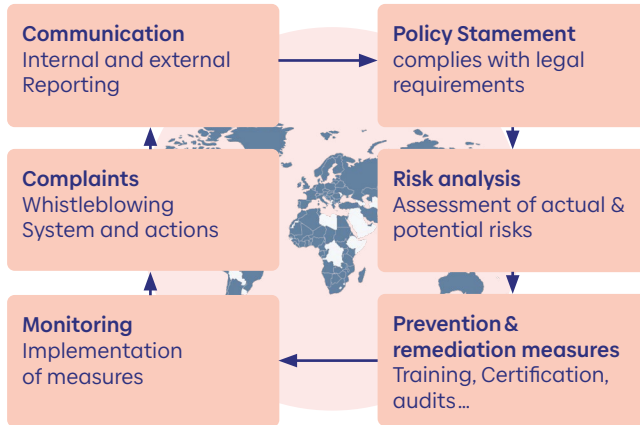
This Policy Statement emphasises Baloise's fundamental commitment to respecting human rights, which is reflected in other corporate guidelines. These include the Baloise Code of Conduct and the Baloise Vendor Code of Conduct.

In everything they do, the Baloise Group and its employees act in line with the statutory and ethical requirements arising from the applicable law and from Baloise's internal regulations and standards. The Baloise Code of Conduct forms the basis for compliance within the Baloise Group by setting the minimum standard for ethically and legally impeccable conduct by all employees. In addition, Baloise expects its suppliers and all relevant business partners along the value chain to commit to complying with the principles set out in this Statement and to introduce appropriate processes to respect human rights.

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Organisation and process

The organisation and process for respecting human rights at Baloise is based on the cycle described below.



Human Rights Representative

The strategic business units (SBUs) of the Baloise Group as well as the Group itself appoint a Human Rights Representative for the units in their area of responsibility. As long as no other function has been appointed, the responsible Compliance Officer fulfils this role.

Duty of care when purchasing goods and services

Baloise has published a Vendor Code of Conduct on its website. Among other things, this Code of Conduct sets out the fundamental expectations towards suppliers and their contractors with regard to compliance, human and employees' rights, including the avoidance of child and forced labour.

In addition, the supply chain is subjected to a risk analysis that takes into account among others the country in which goods are manufactured or services provided, the category of goods or services and the volume purchased. The importance of the product or service for Baloise's value creation can also be taken into account.

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