

# EFG Human Rights – Statement

# Introduction

Human rights are inherent to all human beings, irrespective of nationality, place of residence, sex, national or ethnic origin, colour, religion or language. Human rights are universal. Every person around the world deserves to be treated with dignity and to have their interests considered equally.

Human rights are expressed and guaranteed by law (e.g. treaties, customary international law, general principles and other sources of international law<sup>1</sup>). States have the legal obligation to respect, protect and fulfil the human rights set out in the international human rights conventions they ratify.

Corporations also have a responsibility to respect human rights. Companies' activities can affect the human rights of their employees, their customers, workers in their supply chains or the communities around their operations.

<sup>1</sup> This Statement is based on the following internationally agreed human rights principles and standards: The International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

# Responsibilities as an employer

EFGI promotes adequate measures to foster the respect of human rights in the EFGI Group's relationship with its Employees. This is done in alignment with the Group Code of Ethics and the Corporate Values.

These commitments have the following goals:

- ensuring a respectful working environment free from harassment, abuse, intimidation or violence;
- ensuring a working environment with proper treatment of others and equal opportunities related to work access and promotion in which there is no tolerance for discriminatory attitudes towards age, gender, gender reassignment or sexual orientation; cultural background, nationality, race or ethnicity; ability, skill set or experience; pregnancy and maternity, family or marital status; health status, physical or psychological disability, social state or lifestyle; or political, religious or philosophical orientation;
- ensuring a working environment free of risks to health and safety within the Group's facilities;
- ensuring that the Group does not apply nor benefit from child labour or forced labour;
- complying with the labour law framework valid in each jurisdiction where the Group operates;
- protecting and ensuring the responsible use of data and the right to privacy.

# Responsibilities in the supply chain

EFGI aspires to respect and promote human rights in its relations with contractors and suppliers by requiring third parties providing goods and services to the EFGI Group to adhere to minimum human rights standards. These minimum standards include – among others – avoidance of child labour, freely chosen employment, freedom of association, working hours, wages and benefits, health and safety, and Diversity, Equity and Inclusion.

EFGI aims to work with contractors and suppliers which share the Group's commitment to respecting human rights. EFGI intends to conduct due diligence on its suppliers.

EFGI endeavours to ensure its contractors and suppliers maintain the highest awareness of EFGI Group's human rights-related commitments and expectations, and it will engage on such matters going forward.

# Responsibilities as a provider of financial services

Many financial products and services have the potential to support human rights. EFGI works to offer products and services that generate a positive impact on clients' environments and lives. At the same time, EFGI seeks to avoid providing financial services to clients who may disregard human rights through their operations, supply chains or the nature of their products or services. EFGI strives to avoid that EFGI Group's products and services contributes to human rights violations through use of proceeds and the activities facilitated.

Therefore, when working with, for and on behalf of clients, EFGI aims to achieve these human rights-related goals:

- guarantee non-discrimination of clients;
- offer customers products and services that match their situation and needs, making it easy for them to understand the terms and conditions, benefits, risks and costs, and avoiding any unjustified discrimination to whom the products and services are offered;
- ensure each client has sufficient and adequate information about the nature, objectives and risks of the financial products and services they receive;
- ensure the Group has adequate knowledge of its customers, thus mitigating the risk of its products and services generating negative impacts on human rights;
- guarantee customers' right to privacy and the responsible use of data;
- apply the established ESG risk management process to identify and manage potential human rights impacts associated with a client's source of wealth, business activities, or use of proceeds of a loan or other type of product or financial service provided.

EFGI has a responsibility to do everything possible to prevent its systems and operations being used in connection with financial crime, such as fraud, bribery and corruption, or money laundering. Where these occur, there can be adverse effects on communities, and this can undermine the rule of law, democratic processes and basic human freedoms, impoverishing States and distorting free trade and competition. EFGI's respective Anti-Money Laundering (AML) and Know Your Client (KYC) processes address these issues.

EFGI strictly complies with all prohibitions or limitations of certain commercial operations with governments, entities and individuals affected by sanctions or restrictive measures agreed upon by the United Nations, European Union, Swiss or any other national or international body legally applicable.

# Responsibilities within the communities where EFGI operates

EFGI is committed to the sustainable development of the communities in which it is present. This commitment is realised in various forms. EFGI strives to:

- promote a civilised, stable and open society by upholding high standards of business conduct, including refraining from giving or receiving bribes or unauthorised payments;
- ensure physical, banking or computer-related security measures that are put into practice respect human rights; to achieve this, Employees carrying out these functions must demonstrate that they are suitable for these positions, and they will receive training as necessary;
- understand and manage its environmental footprint (emissions, resource consumption, waste, travel and transportation) in a way that respects local communities' right to a healthy and clean environment;
- support charities and organisations which promote human rights-related goals.

# Reporting inappropriate conduct

EFGI is committed to respecting the human rights of its Employees, contractors, suppliers and the communities in which the EFGI Group operates.

In its role as an employer, as a buyer of goods and services, as a provider of products and services to clients, and through its physical presence within the local communities in which it operates, EFGI may be associated with human rights violations. If this occurs, the issue should immediately be brought to EFGI's attention through accessible channels of communication and points of contact.

EFGI also operates a whistleblowing facility if any Employee, customer, contractor, supplier or member of a community should find it necessary to lodge a confidential complaint about any human rights-related concern.

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