



Human Rights Statement

At U.S. Bank, our culture of ethics and integrity will always be the foundation of how we operate as a company, including how we aspire to treat our employees and provide value to our customers, communities and shareholders. We recognize consumer behaviors and financial regulations change, and we're committed to continuing to make banking accessible to anyone, anywhere—all while maintaining our risk discipline in order to operate responsibly.

An important part of our role as a financial institution is to help create an environment where our employees, customers and communities are safe and that we uphold all state, federal and local laws as they relate to serving these stakeholders. We comply with legal requirements where we do business and also seek to respect internationally recognized human rights, including those enshrined in the Universal Declaration of Human Rights. This includes prohibitions against employing underage children, forced labor and any form of physical punishment or abuse.

We continue to listen and learn from stakeholders who recognize the importance of constructive and respectful dialogue.

Our employees

Our commitment to “do the right thing” and the highest ethical standards is the foundation for our core values, and our [Code of Ethics and Business Conduct](#) is an expression of how we live those core values. It makes clear our responsibility to speak up when we have concerns, and it offers guidance and tools to help us make sound choices and mitigate risk.

Inclusion is a defining characteristic of our culture and serves our core focus of growing our business and providing access to opportunities and resources that individuals and organizations need to thrive financially. We do not tolerate harassment or discrimination. We foster an environment that welcomes and embraces each employee and their unique experiences and where all employees are valued, empowered and have access to opportunities to build and advance their careers.

We value the ideas and perspectives of all our employees, and they help us drive business growth. We succeed when we collaborate, act responsibly and treat everyone respectfully, fairly and with dignity. We provide a safe workplace, follow all laws relating to employment rights, and ensure all employees have the policies, tools and trainings to help them make sound decisions.

Our customers

As a financial institution, our focus is on providing access to financial services to existing and potential customers in a way that upholds applicable federal, state, and local laws and regulations, and meets expectations from supervising regulatory agencies. Relationships that present potential or actual heightened risk require additional due diligence and elevated levels of approvals in accordance with our Risk Management Framework.

Where we believe a customer's actions may raise human rights concerns, we conduct a thorough review using well-established processes and procedures. These protocols related to human rights concerns, as well as other risk categories, are outlined in our [Environmental and Social Risk Policy Statement](#).

Our communities

We know that as a business, we thrive through a mutually beneficial relationship with the communities where we do business. Our responsibility to respect human rights extends outside our walls and into the communities where we operate. While we recognize there can be differing views on societal issues, we engage in a manner consistent with our core values and when we believe it affects our company's long-term ability to do business.

We're committed to promoting ethical business practices while supporting economic growth and the needs of our stakeholders. We believe continually enhancing our ability to manage our business in a sustainable and responsible manner is integral to the company's growth and long-term success.