

## **U.S. Bancorp Human Rights Statement**

At U.S. Bank, our culture of ethics and integrity will always be the foundation for serving 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 ensure that we 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 our customers. We respect international human rights standards, including the Universal Declaration of Human Rights and all local legislative requirements where we do business. In addition, our policies, procedures and practices align with the United Nations Global Compact principles. This includes prohibitions against employing underage children, forced labor and any form of physical punishment or abuse.

As we work hard to take proactive steps on our journey to apply an Environmental, Social and Governance (ESG) lens across all of our business decision-making, we continue to listen and learn from stakeholders who recognize the importance of constructive and respectful dialogue.

### **Our employees**

Our commitment to 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.

Diversity, equity and inclusion are defining characteristics of our culture and are business imperatives for our company. 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 given equitable 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 the right choices.

### **Our customers**

We recognize and take into account differing perspectives and views on controversial social and political positions, but also the legality of potential and existing clients' business activities. Relationships that present potential or actual material risk require additional due diligence and elevated levels of approvals. The additional due diligence includes an assessment of items such as past compliance with laws and regulations and programs in place that mitigate the potential for negative outcomes.

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](#).

**Our communities**

We know the issue of human rights extend outside our walls and into the communities where we operate, and we take a stand that is consistent with our core values and affect our company's long-term ability to do business.

We're committed to promoting sustainable business practices and addressing climate change while supporting economic growth and the needs of our stakeholders. We believe we can create long-term value for our stakeholders which also improve the world we all share.

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