At U.S. Bank we believe in acting ethically, honestly and with integrity. It is ingrained in all we do as an organization and how we interact with our customers. This belief and commitment expands to how we do business and how we approach working with other businesses. As a financial institution serving a wide range of industries and customers, we are in a unique position to drive economic development in our communities, while also holding ourselves and our customers to a high standard of business ethics. We believe in the importance of treating each other with respect and fairness, and we work to make positive change in our communities. When they succeed, we succeed.

Our Corporate Social Responsibility Policy addresses many facets of this effort; it portrays the expectations for all employees at U.S. Bank around diversity and inclusion, environmental sustainability, political giving, restricted businesses, financial literacy and corporate giving. This policy provides the framework for how we integrate our values into our daily business practices and interactions.

We are proud of how our efforts have had an impact. The Human Rights Campaign Foundation recognized our commitment to diversity and inclusion by granting us a perfect score of 100 percent in its Corporate Equality Index for the last eight years. The index is a national benchmarking survey and report on corporate policies and practices related to LGBT equality in the workplace.
Corporate Social Responsibility Policy

Policy statement

U.S. Bank champions and encourages potential in our customers, each other and our communities. As a financial organization serving a diverse population and industry-base, we recognize our responsibility to operate in a socially responsible manner and work with others who do the same. We believe in helping our communities build economic stability and encourage individual financial understanding.

Like the communities we serve, our employees have a diverse background and perspective. This diversity makes us stronger and enables us to be the most trusted choice for our customers. We strive to continuously understand and work with organizations to improve our efforts to invest in our communities, drive diversity, ensure human rights are protected and build our economy.

Scope

Employee volunteering and community programs are essential ways corporations work with and understand the needs and concerns of communities. At U.S. Bank we believe Corporate Social Responsibility goes beyond those efforts to ensure we are supporting economic development while maintaining or enhancing the quality of life in the communities we serve.

Through our Corporate Social Responsibility Policy, we address:
- Restricted business
- Diversity and inclusion
- Political giving
- Environmental sustainability
- Corporate giving
- Financial literacy

Roles and responsibilities

Every member of the U.S. Bank team is held accountable to the standards and policies established in this policy. The senior vice president, Corporate Social Responsibility, is responsible for the management of the Corporate Social Responsibility Policy.
Corporate Social Responsibility Policy

Corporate Social Responsibility Requirements

Restricted businesses

U.S. Bank takes a prudent, thoughtful approach to the types of businesses we engage with. Our lending philosophy and policy reflect this approach with due diligence efforts around ethical business practices. We also have an established policy to identify businesses and organizations that present a heightened anti-money laundering risk.

We comply with economic and trade sanctions related to specific countries, individuals or entities, including those named on the Office of Foreign Assets Control (OFAC)’s Specially Designated Nationals List (SDN). To comply with sanction requirements, U.S. Bank blocks or rejects accounts or transactions involving restricted countries or parties. We have established protocols and controls to identify and address transactions or customer activities that violate economic trade sanctions programs.

Diversity and inclusion

Diversity and inclusion are defining characteristics of our culture and our company. The people at U.S. Bank come from many places, cultures and backgrounds, with a wealth of different skills and experiences. We draw strength from this diversity and encourage contributions from all perspectives. We are committed to fairness toward everyone regardless of race, ethnicity, gender, religious affiliation or sexual orientation.

We broadly incorporate workplace and culture, multicultural growth, military support, and supplier and community efforts.

Workplace and culture

We encourage our employees to bring their whole selves to work and use their unique perspectives and experiences to drive innovation across the organization. A council of leaders from across the company focuses on instilling diversity and inclusion into our culture. This council helps ensure we foster a safe environment where employees can succeed by being themselves.

Our human resources efforts focus on education, recruitment and development of our employees. Our employees lead business resource groups that focus on achieving specific business goals while providing an opportunity for members to grow in their careers.

Military support

Our military personnel have proudly served the country, and we focus resources to recruit and retain, as well as develop this important group of individuals. Specifically, we:

- Encourage recruiting and training for veterans through the Proud to Serve program, which helps service members identify areas at U.S. Bank where their skills and interests might be a match.
- Conduct a military leader development program designed to provide continuous development opportunities for leaders.
- Offer newly hired veterans extra paid time off to participate in re-integration activities or attend to service-related medical issues.
- Operate the U.S. Bank Military Service Center, a dedicated customer service line for military members and their families. The center is staffed with bankers familiar with the Service Members Civil Relief Act, as well as the unique financial circumstances faced by members of the military and their families.
Military support (continued)

U.S. Bank's industry-leading military leave policies exceed state and federal standards by offering eligible employees up to two weeks paid leave in connection with a family member's military service.

Multicultural growth

The needs of our communities are diverse, and we continually adapt to meet these needs. Improving our cultural competence and recognizing the unique needs of our customers, we are working to enhance the customer experience for everyone. We believe mutual understanding and respect help everyone achieve their financial success.

Supplier diversity

Our commitment to diversity extends to our desire to have our suppliers’ reflect the diversity of our communities. Through our supplier diversity program, we work to identify, develop and build strong relationships with certified diverse businesses that provide quality products and services.

We include participation of certified diverse businesses in our requests for proposal and contracts. To be certified by U.S. Bank as a Minority and Women’s Business Enterprise (MWBE), U.S. Bank requires a company to be at least 51 percent owned, controlled and managed by one or more minority group members or women. Minority groups include: African Americans, Asian Indian Americans, Asian Pacific Americans, Hispanic Americans and Native Americans.

Every area of the company is responsible for supporting this effort by:
- Building awareness, education and training.
- Assisting in the development of supplier diversity strategies that are aligned with our strategic plans.
- Finding potential diverse suppliers, including identifying opportunities to expand existing MWBE, veteran, service disabled veteran and LGBT relationships.
- Providing resources and tools.
- Reviewing and measuring supplier diversity spend performance.

Political giving

We have a responsibility to our customers and shareholders to be active participants in the government process. Through monitoring legislation, analyzing trends, and supporting the public policies that benefit the company, we work to ensure laws and regulations enable us to provide products and services that meet customer needs. We also strive to ensure appropriate controls are in place to protect our customers.

In addition to actively lobbying public officials on issues core to our business, U.S. Bancorp sponsors two political action committees. Government Relations is responsible for day-to-day PAC management and compliance, and oversight is provided by either a PAC Board of Directors or a committee of the U.S. Bancorp Board of Directors.

We know there are many areas of importance to our employees and communities. However, we focus our political engagement on issues and topics core to our business. This reflects our need to be responsible stewards of our company resources.
### Environmental sustainability
At U.S. Bank, we care deeply about promoting sustainable business practices while supporting economic growth— it is one of the reasons we have invested more than $13 billion in environmentally beneficial business opportunities over the past several years. It is also one of the reasons why U.S. Bank was named a World’s Most Ethical Company by the Ethisphere Institute for the third year in a row. We are the largest U.S.-based bank to ever make the list.

Since we serve a broad spectrum of enterprises across a diverse array of industries, we embrace a balanced approach as we address climate change and the needs of our communities, customers, employees and shareholders. Environmental sensitivity is an important component of our credit, investment, underwriting and payment procedures and is integrated into our overall risk management philosophy.

We continually review our practices and our Environmental Responsibility Policy for additional opportunities to enhance our commitment and continue making a positive impact on the environment. For details, read our [Environmental Responsibility Policy](#).

### Corporate giving
At U.S. Bank, we invest our time, resources and passion in economic development by supporting the creation of stable jobs, better homes and vibrant communities. Our corporate giving is conducted under the Community Possible program. Through programs that support the pillars of work, home and play, we believe we can create possibilities in our communities. Built on research and insights into the major issues affecting our communities, these pillars allow us to focus on delivering local solutions that will have a positive impact in the communities where we live and work.

In addition, U.S. Bank supports national partnerships with the United Way and the American Red Cross and we support our employees by giving to organizations that matter to them through our outstanding employee benefit programs like Matching Gifts, Dollars for Doing and offering paid time off to volunteer.

### Financial wellbeing
Developing the knowledge and skills to manage financial resources effectively helps create the foundation for a lifetime of financial wellbeing, regardless of life stage. Through our financial literacy programs, we provide access to information and resources that help build understanding of how to earn, save and spend. Ultimately, this will build the capability to develop long-term financial security.

Investing in financial literacy is investing in our future. We have several programs designed to meet people where they are in their financial journey:

**U.S. Bank Financial Genius**—a program available to children and adults through online workshops and seminars. Financial Genius provides children and adults with access to information, tools and resources to understand how the financial system works, the benefits of working with a financial institution, and the importance of saving for the future. Through this program, U.S. Bank is providing the opportunity for children and adults to learn and apply the skills necessary to create brighter futures for themselves and their families.
Elder financial awareness and resources—a growing number of older Americans are becoming victims of financial fraud each year. Older individuals may be more vulnerable to fraud and financial exploitation than other age groups, and researchers suggest that a large percentage of elder abuse or elder fraud cases go unreported each year. U.S. Bank supports preventing and stopping financial abuse. When financial abuse of an at-risk adult is suspected, we comply with state law to report suspected abuse while protecting the customer’s privacy. U.S. Bank believes that by providing tools and information via the Financial Genius site and in retail branches, we are helping our senior customers navigate safely through these financial challenges.

As an organization serving organizations worldwide, this policy applies to U.S. Bancorp, its subsidiaries and affiliates. Should this policy need to be amended or supplemented to address unique requirements of international jurisdictions, amendments or supplements must conform to company requirements and expectations for managing risk-taking activities.