

Travelers Human Rights Statement

Travelers is committed to protecting and preserving human rights, as they are defined in the United Nations Universal Declaration of Human Rights.

The Travelers commitment to human rights is embodied in our core values of honesty, integrity and accountability, which form the basis of our [Code of Business Conduct and Ethics](#). Although Travelers believes it is the role of government in each nation to protect the human rights—including the safety and security—of its citizens, Travelers is committed to promoting respect for human rights by our own actions everywhere we do business.

Our respect for human rights is a fundamental part of all that we do and how we operate. Respect for human rights is reflected in our company policies against discrimination, harassment and retaliation; it is honored in our commitment to diversity, inclusion and accessibility; it is demonstrated in the tangible and transformative public service in which our employees engage in the communities where we live and work.

More than being embedded in our Code of Business Conduct and Ethics or exhibited in company policies, respect for and commitment to human rights is a fundamental part of Travelers culture. Our expectation is that all customers, employees, agents and business partners will be treated with respect and dignity, and that our interactions with others will be free from abuse, discrimination and corruption of all kinds. We do not tolerate forced or child labor, human trafficking or slavery in any form. We expect that our suppliers and business partners similarly respect individual human rights and reject abuses of human rights such as forced or child labor, human trafficking and slavery in any form.

Travelers takes the following actions to ensure we are honoring our commitment to human rights:

1. We require all employees to read and affirm upon hire, and annually thereafter, the Code of Business Conduct and Ethics;
2. We require all employees to annually participate in Code of Business Conduct and Ethics training;
3. We expect that our employees, agents, customers and business partners reject slavery, human trafficking, and forced and child labor;
4. We provide multiple avenues (including anonymous ones) by which employees, customers or business partners can raise issues of concern or report potential violations of the Code of Business Conduct and Ethics or other company policies without fear of retaliation;
5. We ensure that employees across the globe work in safe environments and have safe working conditions, and we expect suppliers to ensure the same for their employees; and
6. We ensure that our business and operations fully comply with all applicable labor, safety, health, anti-discrimination and other workplace laws.

Through these actions, we support human rights in all that we do, and we strive to be a positive influence with regard to respect for human rights in the global marketplace.

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

ARTICLE 1, UNIVERSAL DECLARATION OF HUMAN RIGHTS
