



# HUMAN RIGHTS STATEMENT OF POLICY

NFP is committed to supporting and respecting internationally recognized human rights and seeks to avoid being complicit in human rights abuses. This commitment includes respecting the dignity and worth of all employees and encouraging team members to reach their full potential.

Our approach to human rights and this policy is informed by the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the Universal Declaration of Human Rights.

NFP believes in the benefits of a diverse workplace. We are committed to fostering diversity, equity, inclusion and belonging across all aspects of our business, including for our teams, which are composed of individuals from different geographies, backgrounds, cultures, religions, races, genders, sexual orientations, abilities and generations.

NFP also adheres to the highest standards of moral, professional and ethical behavior. In acting with integrity and transparency in our business relationships, we:

- Recognize the right of employees to work in a healthy and safe environment.
- Do not tolerate any form of harassment or discrimination.
- Accept our responsibilities with regards to employee and customer privacy.
- Acknowledge the right of equal and fair remuneration.
- Work to ensure compliance with applicable labor and employment laws, including those regulating wages and hours.
- Support freedom of association and recognize the right to collective bargaining.
- Have zero tolerance for any form of human slavery, forced labor, child labor or human trafficking of persons for exploitation.

NFP is committed to developing effective systems and controls to ensure human rights are adhered to in every part of our business. This includes undertaking periodic risk assessments in relation to potential human rights impacts in our operations and in our supply chain, including human rights related requirements in contractual arrangements with suppliers.

NFP ensures employees are aware of this policy through periodic communications and training as appropriate. We communicate our commitment to human rights by publishing this policy on our website, monitoring our performance against our commitments, and continuing to review and update the policy.



## Procedure

NFP will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we will regularly monitor our human rights commitments to ensure we are continuously promoting human rights within the communities in which we operate.

All employees are responsible for ensuring compliance with this policy. Employees are encouraged to raise any concerns with their manager, Human Resources, or the Legal and Compliance Department, or call the NFP EthicsPoint hotline at 855.296.9085 or visit [nfp.alertline.com](http://nfp.alertline.com).

## Scope

This policy applies to all NFP operations around the world. We expect all NFP employees to abide by its terms. We likewise expect our vendors and other third parties and stakeholders with whom we work to conform to the principles described in this policy.

## Canada

Please see the Code of Business Conduct and Ethics for NFP in Canada for additional information related to the Ontario Human Rights Code, the Charter of Human Rights and Freedoms (Quebec), and the Alberta Human Rights Act.

For a more detailed discussion on NFP's policies on equal opportunity and nondiscrimination, please refer to the Employee Handbook.