

At Liberty Mutual, we believe progress happens when people feel secure. Our purpose, to help people embrace today and confidently pursue tomorrow, is at the core of all we do. As a global employer Liberty Mutual is committed to internationally recognized human rights principles and standards as defined by the United Nations Universal Declaration of Human Rights and the UN Global Compact.

Our statement on human rights, codified below by Liberty Mutual's Human Rights Principles, is a fundamental part of our Identity & Values, which are reflected in our Employee Handbook and [Code of Business Ethics & Conduct](#).

It is our commitment that when interacting with our customers, employees, agents, and business partners we do so in a way that preserves and protects fundamental human rights by operating programs and policies that:

- **Support the elimination of forced labor and the exploitation of child labor**
- **Advocate for diversity, equity and inclusion while prohibiting discrimination, harassment, and retaliation against any individual or group**
- **Provide fair remuneration that is competitive with local markets**
- **Provide a safe, healthy, and flexible business environment**
- **Recognize and respect an individual's right to privacy of their personal information and treat it as confidential to be used for relevant business purposes**
- **Provide access to relevant training programs**
- **Promote environmental responsibility in our decision making, business practices and enterprise risk management**
- **Support communities through philanthropic initiatives, sharing expertise and other activities**
- **Support wide-spread adoption, promotion and preservation of similar human rights principles outlined above**

Liberty Mutual seeks ways to promote respect for human rights to the greatest extent possible. We expect our suppliers and vendors to attest and adhere to Liberty Mutual's [Supplier Code of Conduct](#), which is a reflection of Liberty Mutual's Human Rights Principles, or demonstrate its own commitment to human rights that is consistent with Liberty Mutual's.

These principles serve as the basis of our relationships with our employees and other stakeholders in the countries where we operate, but recognize that in certain situations, we may need to modify the application of the stated principles to comply with local legal requirements and other contractual and noncontractual arrangements. We also have established accessible mechanisms for internal and external stakeholders to identify and report concerns connected with these human rights principles.



Melanie Foley

Executive Vice President

Chief Talent & Enterprise Services Officer