

RBS Group Position on Human Rights

RBS recognises our corporate responsibility to respect and uphold human rights, as expressed in the Universal Declaration of Human Rights. This position is endorsed by our Board-level Sustainability Committee.

- We regularly review our policies and procedures to ensure that we avoid infringing on the human rights of others in our own operations, and support and respect the protection of internationally proclaimed human rights throughout our broader sphere of influence.
- We contributed to the [Thun discussion paper](#) on the implications of UN Guiding Principles 16-21 for banks and are committed to the implementation of the Guiding Principles within the bank.
- We have adopted and contributed to a number of internationally accepted initiatives, notably the [Equator Principles](#) and the [UN Global Compact](#), which specifically address the management of human rights issues.

Our People

- We select our people solely on the basis of merit, and actively recruit from the widest available pool of talent, advertising internally and externally to give us the best possible choice for selection and to avoid the possibility of discrimination.
- Our Values emphasise our commitment to Doing the right thing; Working together; Serving customers and Thinking long term. “Thinking long term” includes a clear commitment to respecting human rights.
- The RBS [Code of Conduct](#) supports our people to achieve the best outcomes for our customers by adhering to ethical standards, including a clear commitment to respecting human rights. It includes guidance on how to raise issues and concerns including a confidential help line and a whistle blowing policy.
- The Code includes a “Yes Check” decision-making framework which helps our people to use good judgement and act with integrity, openness and fairness. The Code is underpinned by our group policy framework.
- We listen to our people in a variety of ways, including through an annual employee survey and our employee representatives, enabling our people to raise issues regarding their working environment. We also have in place an independent whistleblowing facility for employees to raise concerns, without fear of adverse consequence.
- Our Inclusion e-learning module is compulsory for all RBS employees. It supports the development of an inclusive mind-set which is important so we can all play our part in ensuring RBS values diversity by welcoming and respecting differences. In addition, client-specific human rights training is delivered to risk professionals and relevant employees across the Group.

Our Suppliers

- We are committed to working with third parties who sign up to our values as communicated in Our Code.
- Our [Sustainable Procurement Code](#) sets out our expectations of the companies that we work with. It clearly states that our suppliers should not engage in breaches of human rights or labour rights, or in discrimination.
- We are also committed to equal opportunities for suppliers, and we recognise that diversity strengthens our supply chain.

Our Customers

- We have a robust Environmental, Social and Ethical (ESE) Risk [policy framework](#), with sector-specific policies relating to sectors that present higher ESE risks. These policies include specific appetite positions relating to human rights screening which are regularly reviewed and updated to ensure best practice.
- We conduct due diligence on clients relating to human rights standards, and expect our clients to share our commitment to respecting human rights associated with their operations.