

Guiding Principles

Gen supports and respects internationally recognized human rights and labour standards as proclaimed in the [Universal Declaration of Human Rights](#), [the International Labour Organization's Core Conventions](#), [the International Covenants on Civil and Political Rights and on Economic, Social, Cultural Rights](#) and [the United Nations Guiding Principles on Business and Human Rights](#). We are a signatory to the [United Nations Global Compact](#) (UNGC).

Our commitment to respect human rights is embedded in the company's [Code of Conduct](#). Gen respects the dignity of others and expects our employees and vendors to comply with the policies outlined in the company's Code of Conduct. Gen commits to proactively avoid human rights abuses and complicity in the abuses of others through due diligence procedures.

Policy

Priority Human Rights Areas:

Respect for Dignity: We are committed to treating all individuals with respect, fairness, and dignity. Discrimination, harassment, and any form of abuse will not be tolerated.

Non-Discrimination: We will ensure equal treatment for all individuals, regardless of race, gender, age, religion, nationality, disability, sexual orientation, or any other characteristic protected by law.

Freedom of Expression and Association: We respect individuals' rights to freely express their opinions and to associate with others, including the right to form and join trade unions.

Workplace Equality and Safety: We provide a safe, inclusive, and supportive work environment. All employees have the right to work in an environment free from violence, harassment, intimidation, and exploitation.

Fair Labor Practices: We uphold the rights to fair wages, reasonable working hours, and safe working conditions. We prohibit child labour and forced or compulsory labour.

Privacy and Data Protection: We are committed to respecting the privacy of individuals and will ensure that all personal data is handled in accordance with applicable laws and regulations.

Responsible Sourcing: We expect our suppliers to adhere to the standards in our [Global Supplier Code of Conduct](#).

Anti-corruption: We work against corruption in all its forms, we have strong policies on extortion and bribery.

Exceptions

Where local law and international law is in conflict, we comply with local law.

Compliance

Gens' Board of Directors, Nominating and Governance Committee, has responsibility for oversight of the company's corporate responsibility effort which includes this Human Rights Policy. The Ethics Team has day to day responsibility for the implementation of this policy.

Gen provides training to all employees through an annual Code of Conduct training program.

Reporting concerns

- If you believe this Policy may have been violated, immediately submit a confidential report to the Office of Ethics and Compliance online through Gen's [EthicsLine](#), over the phone (US/Canada 1.866.833.3430, [international numbers](#) listed on EthicsLine), or via [e-mail](#). Reports may be made anonymously through EthicsLine online.
- You may also choose to report your concern to you manager or HR. Managers have a responsibility to ensure that all reports are escalated and responded to appropriately.
- Gen will not tolerate retaliation against anyone, who in good faith, reports a concern or cooperates with a compliance investigation, even when allegations are found to be unsubstantiated.

Related Policies and Information

Universal Declaration of Human Rights <http://www.un.org/en/universal-declaration-human-rights/index.html>

The International Labour Organization's Core Conventions <http://www.ilo.org/ilolex/english/convdisp1.htm>

The United Nations Guiding Principles on Business and Human Rights

[http://www.unglobalcompact.org/Issues/human_rights/The UN SRSR and the UN Global Compact.html](http://www.unglobalcompact.org/Issues/human_rights/The_UN_SRSR_and_the_UN_Global_Compact.html)

United Nations Global Compact (UNGC) <https://www.unglobalcompact.org/>

UNGC Lead Program <http://www.unglobalcompact.org/howtoparticiate/lead/index.html>

Code of Conduct <https://www.nortonlifelock.com/us/en/legal/code-conduct/>