



## Declaration on Human Rights

### Framework

Banco Montepio strengthens its commitment to respect universally recognised human rights, which underlie and are inseparable from the relationships with its employees, customers, suppliers, partners, communities where it operates and other interested parties, seeking to avoid or mitigate adverse impacts in which it may be directly or indirectly involved. The Declaration on Human Rights is the fundamental parameter of its governance, management and production philosophy, models and values, under which it sees itself as a reference financial institution and a socially and environmentally responsible corporate entity.

At Banco Montepio Group, we have a historical legacy focused on creating social value in Portugal, oriented towards respecting the dignity and quality of life that all people deserve, defending global standards for responsible business, including equal opportunities, freedom of association, as well as the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labour.

### Scope

As a corporate community, we believe in our ability and responsibility to ensure a positive contribution to society - globally and locally- through the choices we make, our day-to-day activities, how we run our business, and our commitments. We recognise that Banco Montepio is part of the life cycle of our clients, employees, communities and partners through recognising human rights, access to decent work, and better living standards. Throughout this process, we also protect people's rights (and assets), ensuring information necessary for sound financial health for citizens and companies and promoting responsible consumption and management.

We exercise our influence by conducting our business operations in ways that seek to respect, protect, promote, and advance the full range of rights that underpin every person's inherent freedom, dignity, and equality.

The Declaration on Human Rights, from the United Nations (UN) International Bill of Human Rights, comprises the UN Universal Declaration of Human Rights of 1948, the International Covenant on Civil and Political Rights of 1966 and the International Covenant on Economic, Social and Cultural Rights of 1966. In addition, Banco Montepio subscribes to the 10 Principles of the UN Global Compact, also assuming as references, in this scope:

- The Fundamental Principles and Rights at Work of the International Labour Organization (ILO),
- The ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,
- The UN Guiding Principles on Business and Human Rights (Ruggie Principles),



- The OECD Guidelines for Multinational Enterprises, part of the "OECD Declaration on International Investment and Multinational Enterprises,
- The European Convention on Human Rights,
- The United Nations Agenda 2030 and the 17 Sustainable Development Goals (SDGs), and
- The United Nations Women's Empowerment Principles (WEPs).

The commitment to respect human rights is part of Banco Montepio's Code of Conduct, Equality and Diversity Policy, Charter of Social Commitment, Subcontracting Policy, Declaration of Commitment for Suppliers, and corresponding Good Practices Guide. It is also aligned with best practices in corporate governance, sustainable development, and social and environmental responsibility, being fundamental to ensure our legitimacy and reputation as a citizen, legally compliant organisation.

We seek, in our spheres of influence, to raise awareness about human rights and:

- Provide a dignified, fair, safe, healthy, and inclusive work environment for our workers and other employees.
- Exercise due diligence to determine with whom we do business and understand the potential human rights impacts on our business relationships.
- Protect the privacy and security of information (data) of our employees, customers, suppliers and partners.
- Contribute to combating financial crime and corruption in all its forms, including extortion, bribery, and money laundering.
- To encourage our customers, suppliers, and partners to adopt good practices in their management and day-to-day activities concerning their impact on human rights.
- Encourage employees and our stakeholders to report any alleged or suspected human rights violations through Banco Montepio's ethics channel at <https://bancomontepio-canaldeetica.whisppli.com/>
- Support social impact programmes, including activities or initiatives focused on priority human needs, healthcare, education, and economic and financial empowerment.
- Communicate and report clearly on our efforts and activities through our Management Report and Sustainability Report and in relations with our stakeholders.
- Regularly review our progress in meeting these commitments under the supervision of Banco Montepio's Board of Directors.

## Application

The Declaration on Human Rights applies transversally to Banco Montepio Group, its organic and functional structures, and the activities developed in Portugal, considering procedures compatible with the complexity and risks associated with its operations.



Banco Montepio, also under its code of conduct, will monitor the impact of its activities on human rights as part of the involvement with its stakeholders and, through due diligence, adopt appropriate measures in a responsible, accountable, constructive approach and promote the continuous improvement that we advocate.

Lisbon, 30<sup>th</sup> March 2023