



T. ROWE PRICE HUMAN RIGHTS POLICY STATEMENT

T. Rowe Price's relationships with its clients, associates, communities, and the countries in which we operate, reflect the principles set forth in this Human Rights Policy Statement. Our support for the protection and preservation of human rights aligns with our core values and our culture of ethics and integrity.

This policy statement articulates our commitment to respecting internationally recognized human rights standards throughout our operations and supply chain. We aim to align our operations with international standards, including those articulated in the [United Nations' Guiding Principles on Business and Human Rights](#).

T. Rowe Price complies with all laws and regulations of the countries in which we operate, while simultaneously encouraging the promotion of human rights through our own policies and practices and ensuring that we are not complicit in observed human rights abuses. Our policies and practices include:

- [Global Code of Conduct](#) sets forth our core values and related expectations of conduct, including our employment practices against harassment, discrimination, and retaliation and acknowledges our responsibility to provide a healthy and safe work environment. It also details employee expectations for safeguarding confidential information entrusted to us by our clients, vendors, and employees, as well as employees' role in protecting the firm's systems and networks. All employees and certain contingent workers attest to their understanding of and compliance with the Code and its amendments on at least an annual basis.
- [Supplier Code of Conduct](#) outlines how we seek to engage with suppliers whose values and principles are consistent with our own and have established procurement policies and procedures that encourage ethical behavior by our suppliers that is consistent with the principles set forth in this Human Rights Policy Statement.
- [Data Security and Privacy policies](#) reflect and support our commitment to protecting the privacy, appropriate use, and security of data relating to clients, associates, and others. Our business, technology, and security controls and policies are tested as appropriate in accordance with local standards and requirements.
- [ESG Investment Policy](#) articulates how we incorporate ESG considerations, including human rights issues, into investment decisions. It also outlines our policy not to finance companies deemed by the firm to demonstrate support for governments that have been involved in genocide and/or crimes against humanity. Additionally, we adopted the [United Nations Principles for Responsible Investing](#) in 2010.

As part of our broad effort to ensure that respect for human rights is integrated into our core business, T. Rowe Price has adopted procedures designed to comply with relevant legal requirements and to prevent our services from being used for improper purposes. Such policies and procedures include those contained in our Global Code of Conduct related to anti-money laundering, anti-bribery, and anti-corruption.

We take steps to ensure that modern slavery, including forced labor or human trafficking, is not taking place in our operations and in our supply chain. T. Rowe Price International Ltd., a wholly owned subsidiary of T. Rowe Price Group, Inc., publishes an annual statement that describes the risks of modern slavery and human trafficking in our operations and supply chains, the actions we have taken to assess and address those risks, and how we assess the effectiveness of our actions.

As members of the United Nations Global Compact, we report our progress on supporting its Ten Principles, two of which are focused on human rights, in our annual [Communication on Progress](#).