



Human Rights Policy Statement

Policy Statement

Last updated: July 2025

State Street Corporation supports fundamental principles of human rights, such as those adopted in the United Nations Universal Declaration of Human Rights. We believe that upholding these principles is an important component of our culture and values. As a signatory to the United Nations Global Compact (UNGC), we confirmed our support of the UNGC's ten principles and our intent to advance those principles within our organization.

State Street has an unwavering commitment to creating a thriving and innovative workplace, reflecting a diversity of backgrounds and perspectives, where our employees feel valued, respected, and engaged. An inclusive workplace where everyone feels a sense of belonging drives long-term value for our shareholders and benefits our clients, employees and communities.

Our commitment to promoting an inclusive, safe and ethical workplace is expressed within the provisions of our employee Standard of Conduct and across our compliance, human resources and other corporate policies. We maintain policies designed to comply with local laws concerning employment and individuals' rights in every country in which we operate. We do not tolerate unlawful discrimination or harassment in any form. We are committed to providing equal employment opportunity to all qualified persons.

State Street has policies designed to prevent the illegal use of our products and services, including those that may result in human rights violations. Our employees receive training on preventing money laundering, bribery and corruption and are expected to follow "know your customer" standards. Our employees have a duty to report actual or possible violations of policy or law, and we prohibit unlawful retaliation against employees who make such a report in good faith.

We expect the vendors with whom we interact to bear a responsibility to define their own policies with regard to human rights. At a minimum, we expect suppliers and their supply chain to comply fully with all applicable laws and regulations in the conduct of their business as well to meet appropriate standards related to labor practices, wages and workplace safety. Where practical, we also work with our vendors to encourage the utilization of responsibly and sustainably produced goods and services.

Our commitment to fair, ethical and responsible business practices is central to our way ahead.