

# Human Rights Statement

**ROBECO**  
The Investment Engineers

**Robeco is a pioneer in sustainability investing. Our activities in the field of sustainability investing have led to sustainability becoming one of our core values. Practicing what we preach we hold the view that corporate responsibility should be part of everything we do. Part of this corporate responsibility is Robeco's duty to respect and uphold human rights, as outlined in the Universal Declaration of Human Rights, and to integrate human rights considerations into its daily business operations.**

Robeco has signed the United Nations Global Compact (UNGC) and lives by these principles. Robeco's human rights approach is thus aligned with the UNGC as well as the United Nations Universal Declaration of Human Rights, the International Labor Organization's (ILO) labor standards and the United Nations Guiding Principles for Business and Human Rights. Robeco regularly reviews its policy and procedures on human rights, taking into account feedback from both internal and external stakeholders. Through active ownership Robeco encourages its investee companies to adopt robust human rights policies in line with the UNGC and other human rights principles.

## Employees

Robeco can only be successful if its employees are empowered and committed to the ambitions and core values of the company. Robeco recognizes that its people are key to achieving its goals and actively promotes diversity, equal opportunity, human capital development and a positive working environment for its employees. Robeco is committed to complying with all applicable laws and to respect internationally recognized human rights wherever the company operates including the Universal Declaration of Human

Rights and the United Nations Guiding Principles for Business and Human Rights.

## Purchasing

For Robeco, corporate responsibility considerations are part of the decision criteria when making important purchasing decisions. When buying its supplies Robeco applies sustainability criteria to the materials used and manufacturing methods applied.

## Clients

Robeco requires its employees to conduct business in a way which respects human rights. We consistently think and act in the best interest of our clients. We want to enable our clients to achieve their financial objectives through superior investment returns and solutions. A good match between our products or services and our client's profile is key in our approach. Robeco monitors the development of client portfolios and provides clients with transparent information on relevant developments directly related to their portfolio and other relevant Robeco services while ensuring privacy of customer data.

## Investments

Robeco believes that the biggest impact it can have on advancing human rights is to actively

engage its investee companies on human rights. Since 2005 Robeco has encouraged investee companies to improve their practices related to environmental, social and corporate governance (ESG) issues.

Robeco's engagement activities cover its equity, private equity and credit portfolios and includes companies worldwide. An important part of Robeco's active ownership program, called enhanced engagement, concentrates on companies that systematically and severely breach the UNGC principles. If an enhanced engagement dialogue does not lead to the desired result, Robeco's Management Board may decide to exclude the company in question for investments. The process of enhanced engagement is a formal part of Robeco's exclusion policy. Robeco also actively integrates ESG factors such as human rights issues into its investment decision making.

Finally, Robeco's subsidiary RobecoSAM runs the Dow Jones Sustainability Index Family cooperatively with S&P Dow Jones Indices. The indices serve as benchmarks for investors who integrate sustainability considerations into their portfolios and benchmark companies on sustainability performance, including corporate human rights practices.