



State Street Human Rights Statement

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's future success is built on talent, culture, innovation and risk excellence. We rely on our employees to represent and promote these critical characteristics and believe they are bolstered by diversity, inclusion and an environment that respects the dignity of all of our employees. We want to support a workplace where people of all backgrounds and experiences can succeed. We strive to increase the diversity of our workforce and the inclusiveness of our culture through a variety of employee resources and programs.

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, while making them aware of our standards. 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.

(Revised June 2016)