

## HUMAN RIGHTS STATEMENT

At Guaranty Trust Bank Limited (the **Bank**) we believe that respect for human rights is fundamental to our identity as a corporate citizen and to the long-term success of our business. We are committed to upholding the dignity, rights and freedoms of all individuals affected by our operations. This Human Rights Statement outlines our commitment to identifying, preventing and addressing adverse human rights impacts while promoting inclusion, equality and ethical conduct in everything we do.

Our approach to human rights is guided by international standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHRs) and the ILO Core Conventions. We seek to embed these principles across our business activities, governance structures and stakeholder relationships.

We are committed to respecting and promoting human rights across all aspects of our operation by:

- Providing a safe and inclusive workplace; to foster a work environment that respects their rights, promotes diversity, non-discrimination and equal opportunity while ensuring the health and safety of the employees.
- Exercise due diligence; in integrating human rights considerations into our risk assessments and due diligence processes, when deciding who we do business with, entering new markets and understanding the potential human rights impacts of our business relationships.
- Prohibit forced labour and child labour; by maintaining strict policies that prohibit all forms of forced or compulsory labour, as well as the exploitation of children, within our operations and supply chain.
- Taking appropriate steps upon discovery; where we discover, or are made aware, that we have caused or contributed to actual or perceived human rights abuses, certain remedial actions are taken. This may include initiating a grievance committee session, disciplinary action and exiting a particular business relationship
- Raising awareness and building capacity; by encouraging our clients, suppliers and business partners to avoid human rights infringements in their businesses and provide training and awareness initiatives for employees to promote understanding of such violations and their responsibilities.
- Supporting fair wages and decent working conditions; by ensuring that all employees and contracted workers are paid fairly and work under conditions that are safe, dignified and compliant with the Labour Act, 2004.
- Regularly reviewing our processes in meeting these commitments to ensure alignment with evolving standards and regulatory developments.

We recognise that respecting human rights is not only a legal and moral obligation but also essential to building a sustainable, inclusive and sustainable operation.

**JUNE 2025**