

***“All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.”***

Article 1, Universal Declaration of Human Rights

## **Assured Guaranty Ltd. Statement on Human Rights**

### **Purpose**

As articulated in the [Code of Conduct](#) and [Anti-Bribery Policy](#) Assured Guaranty Ltd. (Assured Guaranty, the Company, or we) is committed to maintaining high ethical and professional standards and conducting business fairly, honorably, and with integrity. As a good corporate citizen, we recognize our responsibility to respect human rights and to comply with applicable legal requirements in our operations.

### **Scope**

The Statement on Human Rights pertains to all Assured Guaranty personnel. This policy does not apply to any other persons or entities, including any of Assured Guaranty’s or its affiliates’ portfolio companies or their affiliates; any other entities in which Assured Guaranty has an investment or which it has insured; or any issuers, projects, or transactions.

### **Statement of Principles**

Assured Guaranty’s Statement on Human Rights is informed and influenced by the frameworks provided by the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights: we are committed to treating everyone with dignity and respect and we strive to avoid causing or contributing to human rights violations.

We believe our main responsibility regarding human rights is in our role as an employer. We do not tolerate forced or child labor, human trafficking, or other human rights abuses in any form, and we seek to abide by applicable laws regarding wages, working hours, and worker safety. Our respect for human rights also is reflected in our policies against discrimination, harassment, and retaliation, and our commitment to diversity and inclusion.

### **Anti-Discrimination and Harassment**

Assured Guaranty is an equal opportunity employer. The Company is committed to providing a work environment that is free from all forms of unlawful discrimination and harassment, including but not limited to sexual harassment. Our goal at Assured Guaranty is to maintain a working environment based upon mutual respect and cooperation. Discrimination or harassment by or against any person involved in the Company’s operations, including for example, co-workers, supervisors, managers, vendors, clients, or contractors, is strictly prohibited.

### **Diversity and Inclusion**

Assured Guaranty is committed to a policy of inclusion and diversity with respect to the composition of its staff. Consistent with our policy of promoting inclusiveness and diversity, it is the policy of Assured Guaranty to recruit, hire, promote, assign, compensate and train highly qualified persons without regard to any characteristic protected by applicable law, including, but not limited to, race, color, religion, creed,

sex, gender, national origin, ancestry, age, physical or mental disability, sexual orientation, or marital status.

### **Compensation**

Assured Guaranty believes that it is in the best interest of both the organization and its employees to fairly compensate its workforce for the value of the work provided. Our compensation program is designed to recognize and reward achievement and to attract, retain and motivate the talented individuals needed to lead and grow our Company's business. The system used will be objective and nondiscriminatory in theory, application and practice.

### **Health and Safety**

Assured Guaranty wishes to provide a safe and healthful work environment for employees, clients and visitors. The Company is committed to complying with applicable occupational health and safety laws in the jurisdictions where we operate. Employees are expected to exercise caution in their work activities and must immediately report any unsafe condition to the appropriate manager.

#### *Drug and Alcohol Use*

It is Assured Guaranty's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate condition to perform their jobs in a satisfactory manner. While on Assured Guaranty premises and while conducting business-related activities off Assured Guaranty premises, no employee may abuse alcohol or use, possess, distribute, sell, or be under the influence of illegal drugs.

#### *Smoking*

In keeping with Assured Guaranty's intent to provide a safe and healthful work environment, smoking is prohibited throughout the workplace. This policy applies equally to all employees, customers, and visitors.

#### *Workplace Violence*

The safety and security of employees is of vital importance to Assured Guaranty. Therefore, Assured Guaranty does not tolerate workplace violence.

#### *Weapons Prohibited in the Workplace*

Assured Guaranty strictly prohibits employees or any person providing services to Assured Guaranty, visiting Assured Guaranty, or located on Assured Guaranty's premises from possessing weapons of any kind at the workplace.

### **Suppliers, Vendors, and Other Business Partners**

Assured Guaranty expects our vendors, suppliers, and other business partners to respect human rights and to comply with all applicable laws, including those governing wages, worker safety, child labor, forced labor, discrimination, and harassment.

## **Implementation**

### *Employee Training*

We offer our employees regular training on our Code of Conduct and other policies that prohibit discrimination and harassment. Our employees also have access to all of Assured Guaranty's policies through our intranet.

### *Reporting*

Assured Guaranty provides multiple channels, including via anonymous communication, for employees to report information about any violations or potential violations of the Code of Conduct, or about any actual or planned wrongdoing or unethical behavior involving the Company or any of its employees.

### *Non Retaliation*

The Company will not permit retaliation of any kind because of good-faith reports of violations of its Code of Conduct, or of applicable laws. Various Company policies also explicitly prohibit retaliation, including but not limited to the Company's policy regarding Equal Employment and Prohibition of Discrimination and Harassment.

## **Disclosure and Review**

This Statement on Human Rights is published on the Assured Guaranty website where it is available to all stakeholders in Assured Guaranty, including employees, policyholders, shareholders, regulators, and the public at large.

The Board of Directors intends to review and revise the Statement on Human Rights as needed to reflect current human rights requirements and changes in our business.

*February 2020*