

Human Rights and Labor Standards Policy

Policy Summary and Scope

At City National Bank (“City”) we respect human and labor rights standards, through our commitment to the principles of the United States Department of Labor and all local laws where we do business. This includes prohibitions against discrimination, employing underage children, slavery, human trafficking, forced labor and any form of physical punishment or abuse. Furthermore, City recognizes individuals’ right to water, freedom of association, right to collective budgeting, equal pay and privacy. This policy applies to all City employees acting on behalf of City.

Statement

City’s Human and Labor Rights Policy and Code of Business Conduct are aligned with the values in the USDOL and stress our commitment to human and labor rights. We are committed to fair, ethical and responsible business practices, as we engage with our employees, consumers, customers, vendors and communities globally.

Privacy

As responsible information stewards, City recognizes the importance of privacy and security in an individual’s life, including data privacy.

Prohibition on Discrimination

We are committed to an inclusive workplace environment free from acts of discrimination and harassment and make all employment decisions based on job-related qualifications without regard to race, color, sex, gender identity or expression, sexual orientation, age, disability, medical condition, physical appearance, marital status, national origin, ancestry, alienage or citizenship status, pregnancy, ethnicity, religion/creed, disability, genetic information, military or veteran status, marital or familial status, status as a victim of domestic violence, stalking or sex offenses, or any other category protected by applicable law (“protected characteristics”).

Minimum Wage

We comply with local minimum wage laws.

Prohibition on Child Labor

We abide by local child labor laws and do not use or condone unlawful child labor in any circumstance.

Anti-Slavery and Human Trafficking

We do not use forced or compulsory labor. All employment is voluntary. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor, and human trafficking, all of which have in common the deprivation of a person’s liberty by another for personal or commercial gain. City has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships.

Oversight

This policy and the program will be reviewed and overseen for effective implementation, continuous improvements and monitoring by stakeholders in Human Resources, Legal, and other interested parties.

Employee Engagement

It is our expectation that employees participate in company-wide activities and programs intended to inform, obtain feedback, meet with leaders and colleagues and encourage team building. There are robust opportunities for employees to provide feedback, such as regular employee engagement surveys, regular and systematic employee training, meetings, and exit surveys, among others.

Communication and Training

All employees are expected to comply with this Human Rights and Labor Policy. In furtherance of this, managers and employees receive written policies and/or training on a number of human rights and labor related issues which may include equal employment opportunity, anti-harassment, Code of Business Conduct compliance, anti-corruption, and privacy. Furthermore, employees benefit from career growth trainings and opportunities.

Reporting

Employees may report any concerns related to known or suspected violations to this policy through the regular procedures established by City, contacting their immediate Supervisor or by calling the Hotline. The City Hotline and Online Hotline are third-party managed services. The Hotlines are available to City employees to report business conduct that is suspicious, illegal, unethical, or in any manner does not conform to the behaviors described in the City Code of Business Conduct. For more information on City's Hotline, including the list of phone numbers and reporting mechanisms, see City's Employee Handbook.

Related document

- City's Employee Handbook Policies
- City's DEI Statement