

HUMAN RIGHTS STATEMENT

About this statement:	It states Rathbones approach to human rights considering the communities where we operate, our people, our clients, and suppliers.
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1. INTRODUCTION

We seek to ensure respect for human rights across the whole Rathbones Group. We understand this commitment requires reviewing our operations and how we interact with our clients, employees, suppliers, and partners. It also requires progressively embedding human rights considerations into our approach to stewardship and processes which may inform investment decisions that we make on behalf our clients.

Our approach to respecting human rights is guided by the [Universal Declaration of Human Rights](#), the [United Nations Guiding Principles on Business and Human Rights](#), the [International Labour Organisation \(ILO\) Core Conventions](#), the [United Nations Global Compact](#) and other internationally recognised human rights frameworks, as well as relevant industry initiatives.

2. OUR COMMITMENT

Over the next three years, we aim to set the foundations of our approach to respecting human rights. This work will be guided by the following principles:

- We seek to understand and manage appropriately the impacts that our business may have on the communities with which we interact
- We reflect human rights considerations in our employment policies and practices, for example through our approach to diversity, equity and inclusion, and respect for the right to freedom of association and collective bargaining
- We progressively embed consideration of salient human rights issues in our investment and asset management practices, in a manner that is consistent with client mandates, and applicable regulations
- We reflect human rights considerations in our client related policies and practices, for example through our approach to vulnerable clients, respect for privacy, among other aspects
- We consider the business practices of our significant partners from a human rights perspective
- Where we discover, or are made aware, that we have been associated with alleged human rights violations, we shall take steps to remedy the situation.

3. GOVERNANCE AND MONITORING

The responsible business team formulates our approach to embedding human rights and leads its implementation. They will be supported by those teams identified as accountable for the delivery of specific human rights related commitments.

We have a named executive as a sponsor for human rights matters.

Our approach will be overseen by our Responsible Business Committee, who will review, challenge, approve and monitor progress of our human rights approach.

4. CONTACTING US

Questions or concerns on our approach to human rights, or potential impact on human rights from our operations or investments can be shared via responsiblebusiness@rathbones.com, or through our whistleblowing channel at whistle@rathbones.com

5. VERSION CONTROL

Version control			
Version #	Change	Approved by	Date
1.0	First statement	Responsible Business Committee	March 2025