

Commitment to the Fight Against Slavery

This declaration is made under the "United Kingdom's Modern Slavery Act 2015" which contains provisions against slavery, servitude and forced or compulsory labour, and against human trafficking, including provisions for the protection of victims. It sets out the commitment of National Bank of Canada and its subsidiaries (the "Bank"), which is renewed annually, to prevent slavery, forced labour and human trafficking in its activities and relationships with its partners. It describes the measures in place at the Bank to achieve this.

About Us

Founded in 1859, the Bank offers financial services to individuals, businesses, institutional clients and governments across Canada. We are one of Canada's six systemically important banks and among the most profitable banks on a global basis by return on equity.

We operate through three business segments in Canada: Personal and Commercial Banking, Wealth Management and Financial Markets. A fourth segment, U.S. Specialty Finance and International, complements the growth of our domestic operations.

The Bank employs more than 26,000 people at the global level and is headquartered in Montreal. We strive to meet the highest standards of social responsibility while creating value for our shareholders.

Our Values

Slavery, forced labour and human trafficking go against the Bank's values and ethics. The Bank adheres to the UN Universal Declaration of Human Rights and the International Labour Organization Declaration (in particular Conventions 138 and 182 on child labour) and has a zero-tolerance policy for child labour.

Supporting sustainable development is an intrinsic part of our One Mission. For more information on the Bank's commitments, achievements and key performance indicators in this field, please consult the Environmental, Social and Governance (ESG) Advances Report available in the *Social responsibility* section on nbc.ca.

Our Guiding Principles

Our Employees

The Bank's [Code of Conduct and Ethics](#) states that its employees, directors and officers must comply with the applicable laws, regardless of the jurisdiction in which they are located. The Code also contains provisions ensuring everyone is treated with respect, civility and dignity, and forbids any discrimination, harassment, or physical or psychological violence. All employees, directors and officers must attest

annually that they comply with the Code, and they regularly receive training on this subject.

The Bank greatly values the quality of the environment it offers employees and takes steps to promote an open, respectful workplace, free from discrimination. The Bank has therefore drawn up policies and practices intended to ensure employment equity and respect for human rights while fighting workplace harassment and violence. Inclusion and diversity are an integral part of the Bank's values.

The Bank takes action in cases of non-compliance with its policies and practices and has reporting mechanisms and internal recourse measures in place for employees and other stakeholders who wish to express their concerns confidentially, without risk of reprisals.

Our Partners

The Bank prioritizes service providers that share its values and requires that they comply with applicable legislation, in particular concerning employment standards, non-discrimination and human rights.

Service providers must also comply with the Bank's [Code of Conduct and Ethics](#) or demonstrate that they have adopted a code that contains provisions and obligations that are at least as rigorous as those in the Bank's Code.

Our Actions Against Financial Crime

The Bank has an anti-money laundering and anti-terrorist financing program that includes provisions to counter terrorist financing, corruption and non-compliance with international economic sanctions. This program contains provisions to reduce the risk of our products and services being used for the purposes of financial crime, including slavery, forced labour and human trafficking.

Review and Approval

This declaration is reviewed annually.



Louis Vachon

President and Chief Executive Officer
