

# Regions Human Rights Statement







At Regions, there is a simple idea behind our mission to Make Life Better. It's that what we do as a business should benefit everyone we serve - customers, associates, communities, and shareholders. So, how we achieve success is as equally important as what we achieve. And that achievement is founded on the hard work and integrity of 20,000 Regions associates who work and live by our values and a vision that holds in highest esteem the ideals of integrity, trust, respect, and empathy.

Honoring and affirming protections for human rights is consistent with these ideals and our mission. It is also embodied in our company culture and our core values -- put people first, do what is right, focus on your customer, reach higher, and enjoy life -- which are at the root of our expectations for integrity and respect, as stated in Regions [Code of Business Conduct and Ethics](#). Regions support of fundamental rights is also reflected in our policies and in our everyday interactions with associates, vendors, customers, and the communities where we do business.

With our values, culture, and expectations, we strive to conduct our business in a manner that is consistent with fundamental human rights principles such as those stated in the [United Nations Universal Declaration of Human Rights](#) and the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#). We are committed to maintaining a work environment where every associate at every level is treated with dignity and respect, free from discrimination and harassment, and can devote their full attention and best efforts to the job. These same standards apply to our interactions with customers and others with whom we do business, including vendors, contractors, and subcontractors. Regions expects that the entities with which we do business similarly respect individual human rights and conduct their business operations free from human rights abuses, such as forced or child labor, human trafficking, and slavery.

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## These are some of the efforts Regions makes to ensure we are honoring our commitment to human rights:

-  Requires associates to complete Code of Business Conduct and Ethics training upon hire and annually thereafter and to certify upon completing each training session that they have read and understand the Code.
-  Mandates a “zero tolerance for violence” work environment and ensures that associates work in a safe and secure environment with safe working conditions.
-  Encourages associates to raise concerns, ask questions, and report potential policy violations or suspicious behaviors without fear of retaliation.
-  Provides access to a confidential 24-hour Report It! Hotline and Report It! Website and ability to directly contact the Ethics Program Manager or the Office of Associate Conduct.
-  Conducts business in accordance with all applicable labor, safety, health, anti-discrimination, and other workplace laws.
-  Offers equal employment opportunity to all and is committed to diversity, inclusion, and accessibility.