

# Our Core Principles

## The Assurant Way, Our Values, and Code Purpose

- Know and comply with the Code of Business Conduct and Ethics and speak up if we have concerns or suspect violations.
- Comply with all applicable laws, rules and regulations, and policies in all jurisdictions where we do business and deal with potential violations decisively.

## Responsibility to Do the Right Thing

- Practice sound ethical decision-making and take actions that will maintain an ethical workplace.
- Be fair in our employment practices and prioritize doing right by our employees.
- Communicate honestly, transparently, accurately, and with positive intent.
- Always speak up when we see or have knowledge of conduct that's not aligned with Assurant values and policies.

## Responsibility to Our People

- Treat others with dignity. Respect our diversity of cultures, backgrounds, experiences, and thought.
- Maintain a safe, secure, and respectful work environment. Speak up about any activity that can pose a threat to or harm others.

## Responsibility to Assurant and Our Shareholders

- Protect all company assets — our physical assets, financial assets, technology and information assets, intellectual property, business relationships, and the Assurant brand in the marketplace.
- Maintain integrity in personal investment activities, ensuring they don't conflict with Assurant or client interests and aren't made with knowledge of material nonpublic information relating to the investment.

- Recognize that offering, giving, soliciting, or receiving anything of value that's intended to give, or appears to give, an improper business advantage or benefit isn't allowed.
- Avoid conflicts of interest or, in some cases, even the appearance of a conflict of interest inside and outside the workplace.
- Communicate responsibly. Seek authorization to speak on behalf of the company and use good judgment on social media.

## Responsibility to Our Partners and Customers

- Ensure ethical business practices. Always deal fairly and in good faith; never take unfair advantage of anyone through manipulation, concealment, or the receiving or taking of gratuities, or engage in the mishandling or abuse of any privileged and confidential information.
- Maintain customer privacy by safeguarding their information and only using it in the manner permitted.
- Take care not to offer, promise, make, or authorize the giving of anything of value to a government official directly or indirectly or through a third party.
- Provide fair, accurate, timely, and understandable disclosure in the reports and documents we file with or submit to regulators, government officials and auditors, and in our other public communications.

## Responsibility for Sustainability

- Recognize our responsibility as a global citizen. Strive to give back to the communities where we work and live, and do our part to reduce the environmental impact of our business decisions and operations.
- Make sure political activities and charitable contributions comply with applicable laws, regulations, and Assurant policies.