

KBC Group Policy on Human Rights

KBC fully respects, supports and has implemented the principles underlying universal human rights throughout the Group, including the right to equal opportunity and non-discrimination, the right to the security of persons, the rights of employees (including opposition to any forms of forced labour of child labour, the right to a safe and healthy working place, the right to freedom of association and collective bargaining) and human rights (including opposition to bribery in any form whatsoever), and obligations with regard to consumer protection and environmental protection.

In this respect, KBC Group abides by the letter and the spirit of the United Nations Universal Declaration of Human Rights, the eight Fundamental International Labour Organisation Conventions for the protection of Human Rights and Fundamental Freedoms and other international and regional human rights treaties containing internationally recognized standards that business sector must respect. KBC complies with laws, rules and regulations of every country in which KBC Group operates.

KBC undersigned the UN Global Compact principles and has implemented these in its policies to make sure we apply these principles in all our operations. KBC also follows the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption. Therefore in our customer and supplier assessment, we take into account these Principles.

Implementation

As a financial institution, KBC has a direct and an indirect impact on Human Rights, therefore we implemented the KBC Human Rights Policy related to our core stakeholders, customers, suppliers and employees.

In the first place we expect our customers to be compliant with local and international laws and regulations. Our Compliance department monitors the compliance with these regulations in all our home markets. No commercial relationship will be maintained with companies not compliant to local and international regulations.

KBC also defined the compliance with human rights in several policies. If relevant, we request our customers to demonstrate that they are compliant with other international industry standards (Free and prior informed consent, Roundtable on Sustainable Palm Oil, UN Global Compact principles, Extractive Industries

Transparency Initiative, ICMM). Regarding international project finance for the corporate clients, we apply the Equator Principles.

Based on external ESG-assessments of the UN Global Compact Principles, we also apply restrictions in our core lending and insurance activities, as well as for our proprietary assets, with regard to companies that have major controversies on these principles. The worst offenders are blacklisted (See KBC Group Policy on Blacklisted Companies).

KBC fully commits to respect and uphold the human rights of its employees. Employees are also expected to apply and respect the human rights standards when conducting business. (Please see the KBC Code of Conduct for Employees).

Suppliers are amongst our main stakeholders and we want them to integrate criteria in their purchase, sale and outsourcing procedures that reflect social, ethical and environmental concerns. Suppliers have to comply with the principles outlined in the KBC Sustainability Code of Conduct for suppliers.

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