

# Horace Mann Board of Directors

## Human Rights Statement

At Horace Mann, it is our mission to help educators protect what they have today and prepare for a successful tomorrow. We also are committed to conducting our business ethically and with integrity. At Horace Mann, our regard for human rights is fundamental to how we manage all aspects of our business.

### Who We Are

Horace Mann's respect for human rights is reflected not only in our [Code of Conduct](#), but also our mission, values and goals. We recognize that respecting human rights is an ongoing effort, and we must regularly assess our approach and consult relevant stakeholders in order to respond to changes to the legal landscape and industry best practices. Sometimes, we may go above and beyond what is required in order to do what is right.

### Our Workplace

At Horace Mann, we respect the human rights of our employees. We have established workplace practices, policies and procedures that help us achieve our goal of providing an inclusive, diverse, safe, healthy and secure workplace for our employees. As reflected in our [Equal Opportunity Employer Statement](#), this includes providing a workplace where discrimination and harassment are not tolerated. We strive to create a workplace that fosters open communication. We recognize and respect our employees' freedom of association and right to collective bargaining. Retaliation of any kind is inconsistent with our values and is prohibited. Our [Code of Conduct](#) reinforces the importance of diversity and inclusion at Horace Mann.

We are committed to maintaining a workplace that is free from violence, intimidation and other unsafe or disruptive conditions arising from internal or external threats – and we have implemented security measures that are intended to keep our employees safe. We comply with all applicable health and safety laws and regulations and believe the right to water and sanitation is a fundamental human right. We prohibit the use of all forms of forced labor, including prison labor, child labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We comply with all applicable child labor laws and are committed to the protection of minority groups and upholding women's rights.

Employees reaffirm their commitment to basic human rights policies, practices and principles through an annual training and attestation process. Our compliance helpline offers employees assistance with conduct and compliance issues, and our human resources helpline offers a dedicated, direct route for employees to report ethical concerns.

### Our Customers

Our company was built on a promise to help educators, and we are committed to doing what is right for them in all aspects of our business. We strive to build long-lasting relationships with our customers and work hard to provide them with meaningful products, advice and guidance to help them achieve lifelong financial well-being. We believe that honesty and integrity should be at the forefront of our business activities and our customer interactions. We always aim to serve the best interests of our customers for the long term.

## **Our Communities**

At Horace Mann, we strive to be a strong community partner. We use our financial and human capital to support many of the communities where we operate. We specifically focus our efforts on the educational community through gifts, grants and volunteerism. And, we recognize educational excellence by sponsoring awards locally and nationally.

## **Our Vendors and Partners**

While we recognize that each vendor or partner will have its own policies and practices related to human rights, Horace Mann strives to contract with those whose approach to human rights is similar to our own. As part of our vendor evaluation process, we review labor practices and screen for human rights violations. See Horace Mann's [Vendor Code of Conduct](#) for more information.

## **Horace Mann Board Oversight**

Horace Mann's Board of Directors oversees this statement and any changes or updates are approved at the board level by the board's Nominating and Governance Committee.

## **Contact Horace Mann**

Questions or comments about Horace Mann's Human Rights Statement may be made by contacting Horace Mann's compliance helpline at 1-888-518-9894.

Revised September 2025