

Royal Bank of Canada

Human Rights Position Statement



Our Human Rights Position Statement

At Royal Bank of Canada and its subsidiaries (“RBC”, “we”, “us” or “our”), holding ourselves to the highest standards of integrity plays a critical role in achieving our Purpose to help clients thrive and communities prosper and our Vision to be among the world’s most trusted and successful financial institutions. Our Values and our [Code of Conduct](#) guide us and set expectations for our behaviour and decision-making.

Our Code of Conduct is the roadmap we follow to serve our clients with the highest standards of integrity. It also lays the foundation for how we work together in a respectful, transparent and fair environment.

RBC is committed to taking the actions set out in this statement in order to meet the responsibility of businesses like ours to respect human rights as set out in the United Nations Guiding Principles on Business and Human Rights (the “UN Guiding Principles”).

RBC endeavours to respect the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights in addition to the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

We recognize the responsibility of governments to protect human rights. If applicable laws in countries in which we operate conflict with our commitment to respect human rights, RBC will seek ways to promote respect for human rights to the greatest extent possible.

We will strive to avoid causing or contributing to adverse human rights impacts through our own business activities and will aim to prevent and mitigate adverse impacts to which we may be directly linked by taking appropriate action. This means that for prospective and existing clients and transactions, we will work toward a process that seeks to identify and assess risks to human rights. We will also take appropriate action to mitigate any such risks, which may include the exercise of leverage in our business relationships, drawing on independent expert advice and evaluating whether relevant relationships should be pursued or maintained. We also expect our employees, contractors, clients, suppliers and other third parties with whom we have a business relationship to share our commitment to respect human rights.

Through our commitment to meeting our responsibility to respect human rights, we will give particular attention to the rights of vulnerable groups who bear a disproportionate risk of adverse human rights impacts. These include, at a minimum, women; national, ethnic, linguistic, and religious minorities; children; persons with disabilities; LGBT+ people and migrant workers and their families. We also respect the inherent right of Indigenous peoples to self-determination in accordance with international and domestic law.

RBC is committed to fostering diversity and inclusion and to respecting and appreciating our differences in identity such as age, gender, ethnicity, race, skin colour, national origin, sexual orientation, disability, Indigenous status, gender expression/identity, education, religion and other dimensions that are intrinsic to all people. Our [Enterprise Diversity & Inclusion Report](#) sets out a comprehensive view of our diversity and inclusion priorities, programs and performance that demonstrates this commitment.

We adopt this statement at the highest levels of our organization. This statement is approved by Group Executive and reviewed by the Governance Committee of the RBC Board of Directors. We will work toward integrating our commitment to respect human rights into operational policies and procedures across the company and, as part of that work, we will address those risks to human rights we deem to be the most likely and severe within our organization, supply chain and business relationships. In line with the UN Guiding Principles, we will assess severity by evaluating the scale, scope and irremediability of such impacts.

In the development of this statement, we relied on input from relevant internal and external stakeholders, including investors, clients, civil society and community representatives. RBC routinely engages with stakeholders, as appropriate, to understand their perspectives on environmental and social issues. We also have in place, and will continue to develop, mechanisms by which anyone, including our employees, contractors, suppliers and clients can raise their concerns with us, including those related to human rights. Human rights-related concerns can be submitted [here](#).