

ECOBANK NIGERIA (ENG)

**HUMAN RIGHTS
POLICY STATEMENT**

INTRODUCTION

Ecobank Nigeria (**‘ENG’** or the **‘Bank’** or **‘Ecobank’**) aims to build a world-class Pan-African bank and to contribute to the financial development of the African continent.

In 2014, Ecobank developed a Sustainability Framework which defines the Bank’s objectives and identifies thematic areas that include the promotion of socially responsible banking, management of natural resources, and protection of the environment in the Bank’s business and operations. The Bank is also a signatory of the UN Global Compact, adheres to the Equator Principles, is a member of the UNEP Finance Initiative (UNEP FI), and signed onto the UN Principles of Responsible Banking. The above commitments have necessitated the Bank to integrate economic, environmental, and social considerations including human rights in all its decision-making and activities.

SCOPE

This policy statement forms part of our strategic framework, policies, standards, and values. The policy is communicated and extends to all persons working for or on behalf of ENG. Applicable laws in Nigeria will apply in addition to this statement. If these laws conflict with this statement, these laws will take precedence to the extent of their consistency with internationally set principles and global sector standards. We will continue to create awareness within our operations and sphere of influence, ensuring that human rights are respected to the greatest extent possible.

HUMAN RIGHTS COMMITMENTS

ENG is well aware that human rights are integral to the nature of our business operations, partnerships, and relationships. This Human Rights Policy Statement lays down our commitment to our stakeholders and sets

out our clear approach to ensure respect for human rights in all our activities. These commitments include where practical:

- The Bank will endeavor to comply with all legal and regulatory requirements and standards that incorporate the protection and respect for human rights, including, domestic employment laws and labor standards, ILO conventions, relevant International Financial Corporation (IFC) performance standards and other sectoral international human rights standards applicable to consumer protection and clients and third-party regulatory and standard setting requirements.
- The Bank will conduct its business in a manner that respects the rights and dignity of all internal and external partners including employees and the Bank's various chains of operations. It will endeavor to promote equality of all stakeholders and avoid complicity in human rights abuses.
- In all our operations and business relationships, the Bank is committed to avoid causing or contributing to adverse human rights impacts through the Bank's own business activities and those it's associated with or arising out of third-party relationships directly linked the Bank's operations or products and services and will take every opportunity to prevent or put in place mechanisms to address or mitigate adverse human rights impacts once they occur.
- The Bank will develop an independent grievances mechanism to allow those adversely affected by their activities or those impacts arising within their business associations and relationships, to raise concerns and access appropriate remedies.
- Stakeholder engagement and management is a critical area for the Bank and its various business relationships and interests. As such the Bank will regularly engage with all relevant stakeholders to share social risks and applicable human rights principles and understand their expectations and consider their concerns in relation to human rights and other social risk issues.
- To better manage stakeholder relations and any concerns that arise during business activities, the Bank will design a stakeholder engagement plan with clear dispute resolution and issue reporting processes for parties who in the course of doing business with the Bank, feel aggrieved and wish to report human rights related concerns. The plan will provide for a clear complaint reporting mechanism, investigation process, complaint and dispute management procedure, and confidentiality and privacy requirements.
- To ensure transparency and accountability of the bank's human rights and social risk undertakings, external and public reporting will be undertaken by the Bank to meet legal, regulatory, and voluntary

commitments relating to human rights approaches, situations, and mitigation measures in all the Banks business activities and relationships.

This statement is readily available via our website, company intranet, and to other interested parties on request. For more information regarding this statement or to report human rights concerns, please contact Ecobank on sesrisk@ecobank.com