

Genworth's Commitment to Human Rights

What We Believe:

Respect for basic human rights is embedded in both Genworth Financial, Inc.'s ("Genworth" or the "Company") multigenerational mission of helping families navigate the aging journey with confidence and our unwavering commitment to the *wellbeing* of each human *being*.

The policies and guiding principles in our [Code of Ethics](#), **Integrity First**, set forth our commitment to the highest ethical standards and fair-dealing in our business operations.

As stated in the Code of Ethics, we strive to conduct our business operations with the highest regard for the fundamental rights of each person in our workplace, in our communities, and in our world. Guided by [United Nations Universal Declaration of Human Rights](#), the [United Nations Guiding Principles on Business and Human Rights](#), and the [Organization for Economic Cooperation and Development \(OECD\) Guidelines for Multinational Enterprises](#), we are committed to promoting a culture that (1) advances all internationally recognized human rights and (2) addresses conduct and activities that result in adverse impacts to such human rights.

What We Are Doing: Implementing Programs and Procedures

Scope

Like the policies and principles articulated in our Code of Ethics, this Statement on Human Rights Policy ("Statement") applies to *those who work for us* - all Genworth's employees, regardless of geographical location; *those who work with us* - Genworth's subsidiaries and controlled affiliates; and *those who work on our behalf* - third parties representing Genworth and our suppliers.

Key Areas of Focus:

Among other things, Genworth's Code of Ethics conveys our commitment to *Fair Employment Practices* and *Supplier Relations*, along with our clear expectations regarding *Anti-Corruption*, *Working With Governments*, *Safeguarding Information*, and avoiding *Conflicts of Interest*.

Colleagues

Our Fair Employment Practices policy specifically prohibits employment discrimination, workplace harassment, forced, compulsory, or child labor and conveys our commitment to observe all applicable labor and employment laws, including those that pertain to the freedom of association, privacy, and collective bargaining. We oppose human trafficking and slavery as we strive to acknowledge and respect the dignity not only of our colleagues, but of every person.

Genworth's Human Resources department has implemented policies, programs, and procedures to help employees achieve physical, personal, and financial wellbeing.

Community

Genworth actively engages in the communities in which we live and work. Our philanthropic focus areas align with our primary business platforms - healthy aging and caregiving and affordable senior housing and homelessness. We have identified sustainability as an additional focus area, which encompasses our activities that support general wellbeing, including environmental initiatives.

Recognizing that women and minority groups often confront additional challenges, Genworth is committed to the protection of their human rights through efforts to advance gender equality, reduce inequities, enable quality education, and promote decent work and economic growth, all of which are United Nations Sustainable Development Goals.

Contractors

We believe that all businesses have an obligation to conduct their operations in an ethical, sustainable manner. Genworth will apply the standards articulated in this Statement in our dealings with our suppliers and other third parties who work on our behalf. Likewise, our contractors also are required to adhere to this Statement in addition to our [Contractor Code of Ethics](#), which contains important information to help each understand our expectation of compliance with the provisions of **Integrity First**.

Climate

Genworth is committed to reducing impacts on the environment associated with our business activities and to implementing best practices to support environmental sustainability. As discussed in our [Environmental Policy](#), we continue to assess our carbon footprint and seek ways to reduce environmental impacts through (1) water, energy, and other resource conservation; (2) avoidance, reduction, and recycling of materials; and (3) programs designed to raise awareness among our colleagues, customers, and contractors.

Culture

Awareness and Training

In addition to the mandatory biennial Code of Ethics training our colleagues are required to complete and the annual employee acknowledgment of the same, Genworth offers a comprehensive and robust training platform that includes professional development and leadership opportunities, courses on diversity, equity, and inclusion, respect in the workplace and other topics that foster engagement and respect. Our colleagues also will receive periodic training on this Statement.

Our thirteen cultural and demographic-based Employee Resource Groups (ERGs) connect employees with others who have similar interests or experiences and help to build an inclusive culture through Company-wide educational efforts, events, participation in our recruitment efforts, and input into our hiring strategies.

Identification of Key Risks and Impacts

Genworth's Enterprise Risk Management platform enables us to identify and mitigate significant risks. We routinely assess operational risks, including our ability to attract, retain, and motivate qualified colleagues. While our international presence is relatively modest, we remain vigilant in assessing inherent exposures to human rights violations and the potential for abuses in locations where we employ colleagues or engage contractors.

Avenues to Report Concern

Genworth offers several channels through which employees and other stakeholders can (1) report concerns discretely and privately related to human rights or others matters, (2) simply ask questions or (3) seek information, including our [Corporate Ombuds Office and the Genworth](#)

[Board of Directors.](#)

Genworth’s Prohibition on Retaliation

We believe we have created a transparent, accountable, and responsible corporate culture by empowering our colleagues to voice concerns without fear of retaliation. Genworth’s strict prohibition on retaliation or the threat of retaliation is set forth in the [Code of Ethics](#).

Stakeholder Engagement

Genworth welcomes stakeholder engagement in relation to the implementation of this Statement as well as the assessment of the effectiveness of its resulting outcomes.

Governance and Oversight:

Board of Directors

The Management Development and Compensation Committee of the Genworth Board of Directors (“Board”) will provide oversight of this Statement and its implementing procedures, while the Board’s Nominating and Corporate Governance Committee, in connection with its ESG oversight responsibilities, will be periodically informed about the Statement.

Management

The management-level Sustainability Committee is responsible for maintaining and implementing this Statement, with direct oversight by the Company’s Executive Council.

This Statement has been reviewed by the Board’s Management Development and Compensation Committee, as well as the Company’s Executive Council, and will be updated periodically as required to reflect relevant developments and Company activities.

We invite you to view our 2021 Sustainability Report located [here](#).
