

HUMAN RIGHTS STATEMENT



Our commitment

At iA Financial Group, respect for individuals, whether it be our employees, our distributors, our clients or our partners, is a fundamental value that is conveyed in all our actions and decisions. In addition, our purpose, to assure that our clients feel confident and secure about their future, supports our sustainability ambition to be a company that contributes to sustainable growth and wellbeing for its clients, employees, partners, investors and communities. In keeping with this ambition, the present statement underlines our commitment to respect and promote internationally recognized human rights.

iA Financial Group adheres to the United Nations' *Sustainable Development Goals* and is a signatory of the *Principles for Responsible Investment*. We go one step further by confirming our commitment to respect and promote the human rights supported by the United Nations' *Guiding Principles on Business and Human Rights*, which state that companies should "avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved."

Our determination to respect these rights begins with our pledge to comply with the various laws in force in North America and to establish organizational practices that support this commitment. iA Financial Group also works to respect the *Universal Declaration of Human Rights*, the

International Covenant on Civil and Political Rights and the *International Covenant on Economic, Social and Cultural Rights*, as well as the *International Labour Organization Declaration on Fundamental Principles and Rights at Work*.

Our organizational practices

Sound governance

iA Financial Group has always placed great importance on the establishment and maintenance of sound and prudent corporate governance, in the interests of the company and its stakeholders. Our [Governance Framework](#) links the group's culture of integrity and purpose to its governance structure and key governance policies and practices.

Our [Code of Business Conduct](#) reflects our organization's commitment to ethical conduct and compliance with the laws and regulations that govern our activities wherever we operate, including the *Quebec Charter of Human Rights and Freedoms*, the *Canadian Charter of Rights and Freedoms* and the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. Moreover, all employees, managers and members of the Board of Directors must annually certify their compliance with the Code, be familiar with its provisions and act in accordance with their spirit and letter. iA Financial Group is committed to treating its employees with fairness and impartiality in terms of employment and remuneration.

In the same vein, our [Supplier Code of Conduct](#), with which all our suppliers must comply, aims to ensure compliance with the laws and standards applicable wherever the company operates. Suppliers must, among other obligations, respect workers' rights and human rights and comply with local laws regarding minimum working age.

In addition, they must not engage in the practices of child labour, forced labour or any other form of modern slavery and must have a zero-tolerance policy in this regard for all their establishments, business activities and supply chains.

Our *Fair Treatment of Clients Policy* sets out the principles we adhere to in our business practices with respect to the fair treatment of clients. It is structured around nine key principles that reflect the behaviours expected in order to ensure the fair treatment of clients, including sound governance and culture; representations, advertising and communications about our products and services; and protection of personal information.

Our [Sustainability Policy](#) sets out our sustainability levers and objectives. One of its objectives is to demonstrate transparency towards all our stakeholders to raise awareness of issues such as physical, mental and financial health, as well as those related to the environment, human rights and responsible sourcing. This objective reflects our commitment to human rights and our desire to adopt responsible practices.

Positive work environment

At iA Financial Group, we support and celebrate diversity through our [Diversity and Inclusion Statement](#). We strive to provide and be recognized as an inclusive workplace for all regardless of ethnic origin, nationality, language, religious beliefs, gender, sexual orientation, age, marital status, family situation or physical or mental disability. We aim to ensure that every individual is treated with respect and integrity. We are committed to providing a dignified and respectful work environment for all employees. To this end, we implement many equitable practices such as the development of a healthy and safe work environment that is compliant with occupational health and safety standards and in which discrimination, harassment and violence are strictly prohibited, as outlined in our *Code of Business Conduct*, our *Family and Workplace Violence Prevention Policy and Program* and our *Respectful Workplace Policy*. In addition, the Board of Directors of iA Financial Group has adopted a *Board Diversity Policy* that focuses in particular on gender balance on the company's Board.

We believe that our employees are the key indicator of our success and that qualified, high-performing collaborators are an invaluable asset. As a result, our human resources

management philosophy is focused on flexibility and openness so that we can offer a unique employee experience in line with the values of both the company and the individual. We are currently developing a comprehensive flexible work environment program that will be an opportunity for employees and teams to create their own flexible environments based on an optimal employee experience tailored to their needs. In addition, for several years, we have been surveying our employees on various topics such as management, skills development and general suggestions for continuous improvement. The results of these surveys are included in the discussions of the Board of Directors' Human Resources Committee.

As an employer, we also care about the overall health of our employees. To this end, we offer and continuously improve our health and wellness program (iA Health), which provides a wide array of tools and resources to encourage employees across the company to develop healthy lifestyle habits, reliable safety skills and an enjoyable work-life balance.

In other words, iA Financial Group strives for excellence in employee experience to be an employer of choice that offers a rewarding career, and in client experience to offer clients peace of mind.

Our social contribution

iA Financial Group is an engaged company that works with its stakeholders for the betterment of individuals and the community so that everyone becomes a catalyst of betterment, today and in the future. Our commitment to respect and promote human rights is reflected not only in our organizational practices, but also in our social contribution. We continually engage with our community with the goal of actively contributing in a positive way and creating a cascade of sustainable actions. To this end, we have established a donation and community involvement policy for our employees to financially support causes that are important to them and that support the company's values.

Reporting

All interested persons are invited, in the context of their business relationship with the company and its employees, to report, in good faith and without fear of reprisal, any questionable behaviour that appears illegal, fraudulent or contrary to ethics and governance practices or any violation of this *Human Rights Statement*. This report can be made confidentially and anonymously by phone at 1-855-888-4670 or online at clearviewconnects.com.

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