

# PIMCO Statement on Human Rights

As a member of the UN Global Compact, PIMCO is committed to respecting human rights as outlined in the International Bill of Human Rights and the International Labor Organization's (ILO) core conventions in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs). This statement outlines our approach to human rights with respect to the firm's employees, vendors and investments.

## OUR APPROACH



**EMPLOYEES**

As an employer, we believe that an inclusive culture that leverages diverse views is an important element to success as an organization. Our diversity and inclusion philosophy acknowledges a wide range of diversity dimensions that are not limited to race, ethnicity, gender, sexual orientation, gender identity, disability and military status but also dimensions such as culture, business segments, geographical diversity, cognitive and educational diversity, and inclusive leadership. Our expectations for employees are outlined in the Code of Business Conduct, Code of Ethics, Employee Guides and mandatory firm wide Preventing Discrimination and Harassment training. These documents are generally drafted in compliance with local employment and human rights standards and reflect our commitment to fostering an inclusive and diverse workplace.



**VENDORS**

PIMCO operates a Vendor Management Program, which sets out the requirements for the appointment and ongoing oversight of its material vendors. PIMCO requests material vendors complete extensive due diligence questionnaires as part of onboarding and retention processes. Practices related to inclusion and diversity, labor, and environmental management are included within the questionnaires and form part of the qualitative assessment of our vendors. Among the aspects evaluated are a vendor's documented certifications, policies, standards and practices with regard to these important areas.



**INVESTMENTS**

As a fiduciary, PIMCO recognizes the importance of incorporating human rights risks into our ESG research for corporate and sovereign investments using a risk-based approach and has developed internal due diligence, monitoring and engagement that informs our investment research process where appropriate. Various human rights topics are assessed based on relevance and materiality to the sector, operations and investment. Our due diligence for corporate and sovereign investments takes into account information from data providers, academia, external benchmarks and frameworks, as well as media reports. While PIMCO recognizes that the primary responsibility to address adverse impacts on human rights remains with the issuer, we engage with issuers where possible to discuss their approach and actions to safeguard human rights in their operations which includes establishing and maintaining appropriate policies and due diligence, retaining processes for responding to controversy and grievance mechanisms consistent with international standards.

## INQUIRIES

PIMCO maintains regular dialogues with relevant external stakeholders on the topic of human rights. External stakeholders may submit human rights related inquiries regarding the firm's employees or vendors by contacting [ExternalInquiry@pimco.com](mailto:ExternalInquiry@pimco.com). Human rights related inquiries regarding the firm's investment process should be directed to [ESGINquiry@pimco.com](mailto:ESGINquiry@pimco.com).

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