



## Moody's Corporation - Human Rights Statement

Effective December 2020

This Human Rights Statement provides an overview of how Moody's endeavors to meet our responsibility to respect human rights. Moody's commitment to operating in an ethical and lawful manner, including to help protect human rights, serves as the foundation for our relationships with our employees, customers, and suppliers, as well as the people in the countries and communities in which we operate. Moody's values are rooted in the fundamental principles and key policies that govern the conduct of our business and underpin our [Code of Business Conduct](#), which in turn reflects many of the principles set forth in the [United Nations Universal Declaration of Human Rights](#).

Moody's reviews this Human Rights Statement periodically to reflect our ongoing learnings and emerging best practices.

### Employees

At Moody's, our employees are the key to our success. We are committed to treating employees with respect and dignity and to protecting their human rights. We expect our employees to maintain Moody's high standards of integrity in their dealings on behalf of the Company and to comply with the Code of Business Conduct and the various laws and regulations that apply to the Company's business.

Moody's offers equal opportunity to all qualified people. We believe a workforce that represents an array of backgrounds and experiences helps create an environment that maximizes each employee's contribution, widens the leadership pipeline and enhances our work, including the quality of our opinions, products and services. We are dedicated to maintaining a work environment that is open, inclusive and fair for all and to promoting diversity and inclusion in all of our global workplaces. Moody's does not tolerate conduct that is in violation of our Code of Business Conduct and takes appropriate disciplinary action, up to and including termination of employment, against those who engage in such conduct.

### Customers and Vendors

Moody's aims to do business with customers and vendors who share our values with respect to human rights. In addition to the ethical principles set forth in the Code of Business Conduct, Moody's [Modern Slavery and Human Trafficking Statement](#) sets forth our approach to preventing these practices in our workforce and supply chain. Moody's also intends that companies which supply goods and services to, or on behalf of, our company have values and business principles consistent with our own and share our commitment to protecting human

rights. We expect that in addition to complying with applicable laws and regulations, including International Labor Organization standards, our vendors must meet, at minimum, standards of business conduct consistent with those described in our [Supplier Code of Conduct](#), including those relating to business integrity, labor practices, employee health and safety, diversity and inclusion and environmental stewardship.

### Work Environment and Climate

Moody's believes that contributing to an environmentally sustainable global future is a key business objective and that environmental quality and human rights are linked. A safe and secure working environment can impact people's health and living standards, property, freedom of movement and education. Moody's has also made a number of climate commitments, as detailed in our [Decarbonization Plan](#), including our objective to reach net-zero emissions by 2050, consistent with the United Nations Global Compact Business Ambition for 1.5°C.

### Communities

Moody's corporate social responsibility and social investing strategy is centered around providing equitable access to opportunities for all people. These opportunities will help to build more inclusive economies, stronger communities and an environmentally sustainable path forward that creates a better shared future. We regularly partner with a range of organizations that align with the three focus areas where we believe we can have the greatest impact: empowering people with financial knowledge, activating an environmentally sustainable future, and helping young people, especially those in underserved communities, reach their potential.

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