



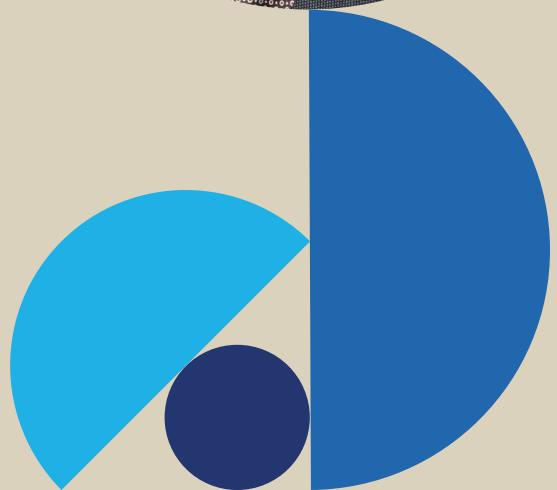
# We care.

Our Group's Code of Conduct

01 2026



# Foreword



“

Dear colleagues,

As an insurer, we have a crucial responsibility to our customers and society. By behaving ethically and responsibly and by standing up for what is right, we demonstrate to our customers, each other and all our stakeholders that we care about them and that we are worthy of their trust, something that is vital for our long-term success.

Our industry is undergoing a fundamental transformation. In this evolving landscape, Zurich is raising the bar to continue winning in the markets in order to exceed our customers' and other stakeholders' expectations. While our business is changing, our commitment to ethical behavior remains steadfast.

We are committed to fostering a culture of ownership and accountability at Zurich. Together, we are responsible for embodying our Code of Conduct in everything we do, while holding each other accountable for our actions. While the Code cannot address all situations we may face, together with our purpose and values, it provides us with a north star that guides us in ensuring everything we do is held to the highest ethical, legal and professional standards.

Thank you for your commitment to standing up for what is right and protecting our reputation.

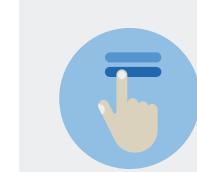
A handwritten signature of Mario Greco, which appears to read "Mario Greco".

**Mario Greco**  
Group Chief Executive Officer

[Watch the video online >](#)

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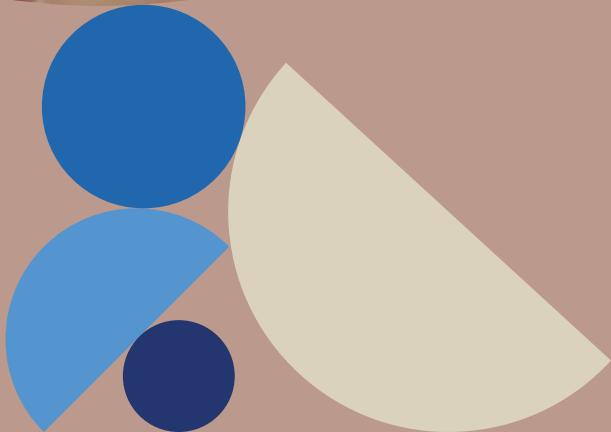


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Click on any page title to access the page directly.

# We care about doing the right thing

... because living by our values, making ethical decisions, and speaking up when we see something that does not seem right is crucial for us to maintain the trust of each other, our customers, investors, regulators and society.

[Watch the video online >](#)



## Living by our purpose and values

Our purpose and values guide the actions that we take both individually and as a business. As our world changes at an unprecedented pace, it is increasingly important to maintain a clear view of what we stand for and why we are in business.

We have the ambition to be one of the most responsible and impactful businesses in the world and we can only achieve this ambition by living our purpose and values every day.



### Our purpose

Our world needs actions, not just words. We are in business to create a brighter future together with our customers with sustainable products and services.

By driving proactive prevention and protecting our customers, we empower them with a freedom of choice to explore what is next in their lives and their businesses while maintaining the peace of mind that should they need us, we are here.

Our purpose and values clearly set out why we are in business and provide the foundation for our strategy.

The essence of our business is about customer relationships and the success of our strategy lies in being able to delight our customers with experiences that are uniquely Zurich at every touch point.



### Our values

- Optimism
- Results Orientation
- Caring
- Togetherness
- Reliability
- Forward-thinking



#### More information:

- Our strategy
- Our purpose and values
- Employee Storybook\*

\* internal link

## Acting with integrity

We conduct ourselves with honesty, fairness, dignity and integrity in our workplace and whenever we act on Zurich's behalf.

Our rules of conduct provide a reference for the decisions we make every day, and our actions and business goals must be consistent with those rules.

We adhere to all laws, rules and regulations of the countries in which Zurich operates, as well as with our internal policies.

We understand and manage the challenges that may arise in our daily work. If we are uncertain about any of the topics covered in this Code, we consult with our manager. Our Legal and Compliance functions are here to help and advise.

Doing the right thing, however, means not only following the rules, but also using our best judgment. Not all situations have a specific guideline to support our actions, nor can this Code address all decisions and potential dilemmas that we may face.

This is why in all of our decisions, we are guided not only by applicable laws and regulations and internal guidelines, but also by what is the right thing to do.



If unsure what to do when faced with a decision, ask yourself the following questions:



#### Is it legal?

Consider whether the decision complies with applicable laws, rules and regulations.



#### Is it the right thing to do?

Consider whether the decision reflects the standards of conduct articulated in this Code and our internal standards and policies, as well as our purpose and values. Ask yourself not only whether you can do something, but whether you should.



#### Is it in our company's and stakeholders' best interest?

Consider whether the decision honors our commitment to our customers, is respectful of the rights of our colleagues and others we work with, and serves our company's long-term interest. Ask yourself whether the decision places your personal interest in conflict with those of the company or our customers.



#### Is it reflective of our brand and what Zurich stands for?

Consider whether you would be comfortable if the decision were made public and whether it could hurt our reputation and/or diminish trust in us, or negatively impact others (e.g., customers, shareholders, colleagues, or the public).



We are all accountable for our own conduct and actions and each of us has a role to play in living up to our values and this Code. Accordingly, if we believe we have been instructed to do something that is illegal, unethical, or violates this Code or any Zurich policy, we speak up. Managers have an added responsibility to lead by example and to set clear expectations around the standards of conduct to which all employees are required to adhere.

Zurich is further committed to forthright, full and prompt disclosure when communicating with regulators, supervisors and governments. This means we are open, honest and cooperative with government investigations or regulatory examinations that involve Zurich, as well as with internal investigations, in accordance with applicable laws and obligations (e.g., confidentiality obligations).

If your answer to any of these questions is "No", or if you are in doubt, you should pause, reconsider, and consult with your manager, Legal or Compliance.

Once a government, internal investigation or regulatory examination is underway, we take care to maintain any paper or electronic information relevant to the investigation or examination.

# Speaking up

Doing the right thing and speaking up protects Zurich, our integrity and our reputation.

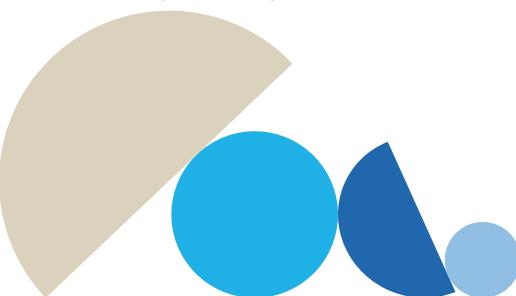
Zurich is committed to a Speak Up culture where employees experience an inclusive work environment, so that everyone feels comfortable in sharing their views and questions, but also where everyone feels safe and understands how to report Integrity Concerns.

## We value open and transparent communication

At Zurich, we believe that open and honest dialogue is essential for a collaborative, inclusive and productive work environment. We are encouraged to communicate directly and openly with our colleagues and managers about any issues or questions we may have.

As managers, we actively seek input from our team members and create an environment where they feel comfortable to speak up (see chapter Leading by example).

For issues or questions related to our jobs or working conditions, while managers are the first to engage with, we can also seek guidance from Human Resources. In the event of a performance-related issue, interpersonal conflict, workload challenge, compensation question and other similar issue, Human Resources can provide the necessary support and resources to help us navigate through these situations.



## We speak up about Integrity Concerns

When we believe in good faith that any suspected or actual illegal, fraudulent, improper or unethical conduct (“Integrity Concerns”) has occurred, we speak up promptly. There are multiple channels to report Integrity Concerns, including managers, Human Resources, Compliance and Legal.

The Zurich Ethics Line may also be used to report Integrity Concerns either via telephone or online via a web form. Reports to the Zurich Ethics Line can be made anonymously, but we know that we can safely disclose our identity as it will be treated confidentially on a strict “need-to-know” basis, and that Zurich does not tolerate retaliation.

When submitting an Integrity Concern, we are encouraged to provide as much information as possible. This is particularly important when submitting a complaint on an anonymous basis, as failure to provide details may hinder efforts to effectively investigate the issues presented.

Deliberately or knowingly providing false or misleading information when reporting an Integrity Concern, or in the course of an investigation, is not tolerated and can lead to disciplinary actions. However, we do not need to have evidence or be certain about something when reporting an Integrity Concern. We only need to report and provide information in good faith; in other words, with reasonable grounds to believe that the information reported was true at the time of reporting.

All Integrity Concerns are reviewed by a Triage Committee comprised of representatives from Human Resources, Compliance and Legal.

If the review of an Integrity Concern results in a determination of improper behavior, appropriate remediation will be undertaken. The potential consequences for individuals who engage in such improper behavior includes termination of employment, and/or the filing of criminal and/or civil charges.

## Confidentiality and no tolerance for retaliation

Zurich treats all reports of Integrity Concerns confidentially on a strict “need-to-know basis”, including the identity of the person making a report, as well as the subject of the report and others who are part of an investigation.

Zurich does not tolerate retaliation, including threats and attempts of such, against any employee or other person reporting an Integrity Concern in good faith.

Protection against retaliation is also extended to those who assist in any investigation or provide information/evidence in the course of any investigation and, where applicable, to other persons.

## More information:

- Our Speak Up culture\*
- Zurich Ethics Line
- Group Policy on Speaking Up about Integrity Concerns\*

\* *internal link*

## Adhering to this Code

This Code sets out our purpose and values and the minimum standards of conduct expected from us.

We are all expected to read, understand and adhere to the provisions set forth in this Code. This Code is supplemented by other internal policies, some of which are referenced throughout this Code.



### Applicability

Our Code applies to everyone at Zurich and its subsidiaries worldwide, including board members and employees including management. Regardless of our role, responsibilities or where we are located in the world, we each do our part to consider the Code and related policies as we go about our daily activities and decisions. We endeavor to work with third parties such as consultants, advisers, suppliers and agents who share our values, and we expect our business partners to adhere to the spirit of our Code and embrace high standards of business conduct.

### Annual Personal Awareness and Acknowledgment (APAA)

All of us at Zurich are required to complete training on our Code annually and acknowledge that we have read our Code, and that we understand and agree to be bound by the provisions contained in our Code and our other internal policies. We are asked to do so upon hire, and annually after that.

### Adherence to the Code is important for all of us

Non-compliance with any provision of this Code may constitute grounds for disciplinary action, up to and including termination of employment. A breach of our Code may also constitute a violation of applicable law, and may result in civil or criminal fines or penalties, including imprisonment, for you.



# We care about our colleagues

... because we know that we can only be successful if we work as a team, and that mutual respect is critical for all of us to realize our full potential.

[Watch the video online >](#)

## Treating each other with fairness and understanding

Combining global scale with local experience and service, we help our customers protect the people, places and things that matter most. To deliver our strategy, we need the best from everyone at Zurich, and our people are at the core of what we stand for. We are committed to creating a brighter future together.

Our passion, personal integrity and engagement are crucial factors for the shared success of our company and will help us achieve our strategy and deliver our purpose.

Mutual respect and understanding of each other's views are essential for building trust and working together as a team – as we live up and work towards our People Sustainability aspiration. We treat others with openness and fairness and appreciate that everyone has a valuable contribution to make.

Zurich does not tolerate harassment, discrimination or bullying in the workplace, whether based on personal identity and expression (e.g., race, ethnicity, color, sex, gender, gender identity or expression, sexual orientation), origin (e.g., national or social origin), beliefs and opinions (e.g., religion or religious belief, political opinion), life circumstances (e.g., age, disability, civil status, pregnancy, caregiving responsibility, veteran status), health and physical characteristics (e.g., past or current health condition,

physical or genetic characteristics) or any other relevant characteristic protected under applicable law. This applies regardless of an individual's duties or position within Zurich.

These principles apply to the entire employee life cycle, such as recruiting, assignments, training, development, promotion, compensation, performance management as well as termination. They also apply to the collaboration between colleagues and the overall behavior towards employees.

Zurich strives to maintain an environment free from all forms of discrimination and harassment. We are encouraged to contact our manager or Human Resources regarding any instances of harassment, discrimination or bullying. We may also use the Zurich Ethics Line to raise Integrity Concerns.



### What does it mean for me?

We have a responsibility to create an environment free of discrimination and harassment and we speak up against any behavior that is contrary to this.



### More information:

- Our People
- Zurich Ethics Line



## What does it mean for me?



We strive to sustain a positive work environment in which our perspectives are diverse, our behaviors are inclusive, and our people feel a sense of belonging. If we believe that certain behaviors are contrary to our values, we speak up and, where necessary, bring such behaviors to the attention of our manager or Human Resources. If you experience or suspect unethical or illegal conduct, you can also use the Zurich Ethics Line.

## Fostering a diverse and inclusive environment

We take pride in the diversity of our people, as it is part of making Zurich an employer of choice. We value having different perspectives represented within our organization, which helps us drive innovation and maintain a competitive edge.

At Zurich, we strive to build an inclusive workplace that empowers everyone to achieve their full potential. We are firmly committed to living up to and evolving our policies, practices and ways of working to support these efforts.

We embrace diversity and inclusion because diverse perspectives drive innovation and contribute to our organization's success. Our goal is to create a workplace where everyone can thrive and feel heard, leveraging our varied experiences, skills, and perspectives.

We are committed to equal opportunities for all employees and all people who seek employment at Zurich.

As the world changes and technology evolves, we empower our employees to personally thrive, giving them the chance to acquire new skills and refresh existing ones. We help employees shape their skills through development opportunities and moves around our organization to areas where they can add the most value and learn. We take immense pride in recruiting internally and aim to maintain a high level of internal hires.

Zurich recognizes the right of its employees to freedom of association and collective bargaining and to freely form and join groups for the promotion and protection of employment interests.

### More information:

- [Our People](#)

## Leading by example

We all aspire to work for managers who truly value our input. This is why whenever we lead others, we treat them with respect and dignity, acknowledge their contributions, actively seek and consider their feedback and ideas, and set a good example by demonstrating integrity.

Managers have a special responsibility to uphold and demonstrate our commitment to ethical conduct, and to sustain a positive work environment that is inclusive, and inspires empowerment and accountability in all of us.



### What does it mean for me?



At Zurich, we value and reward high performance, but above everything else, we are committed to ethical conduct. As a manager, you need to make it clear to your team members that no business and no short-term gain are ever worth risking Zurich's reputation or our commitment to doing the right thing. Even in the face of ambitious goals or tight deadlines, we must always act with integrity.

All of our managers are expected to:



#### Be a role model

As managers, we lead by example and uphold Zurich's commitment to doing the right thing in everything we say and do. We understand that our decisions and the way we handle ethical situations set the culture for our team.



#### Communicate expectations

We inform our team members about their responsibilities and make it clear that we expect them to always live by this Code and make ethical decisions.



#### Promote open and honest dialogue

We actively seek our team members' input and give them the opportunity to provide feedback and speak up. We create an environment where all team members feel comfortable sharing opinions, raising concerns or asking for guidance.



#### Handle issues respectfully

We listen carefully when an issue, including an Integrity Concern, is raised and we take these seriously. We ask Human Resources for support on issues or questions around our team members' jobs or working conditions. We forward any issues that may rise to the level of an Integrity Concern to Human Resources, Compliance or Legal as soon as possible, but no later than three business days after receipt, do not conduct investigations on our own, and treat Integrity Concerns, as well as any investigations that may be undertaken, confidentially in accordance with Zurich's policies and procedures related to the reporting of Integrity Concerns. We emphasize Zurich's non-retaliation policy to reassure our team members and others that retaliation will not be tolerated.



#### Ask for advice

If we are ever in doubt about the right course of action when faced with an ethical question or dilemma, we seek advice from our manager, Human Resources, or our Compliance or Legal teams.

## Providing a healthy and safe workplace

We endeavor to provide a safe and healthy working environment for all employees.

We foster a positive work environment where people are engaged and motivated, and feel supported to be at their best. We aim to create working conditions that enable employees to thrive and perform sustainably over the long term.

We comply with all applicable health and safety laws, policies and requirements such as:



Keeping our working area clean, healthy and free from hazards that can lead to accidents, emergencies, health issues or security risks.



Avoiding any behavior or actions that could put you or your colleagues at risk.



Promptly addressing and reporting any safety or health concerns, risks or hazards.



### What does it mean for me?

Take personal responsibility for maintaining a positive, safe, respectful, and inclusive work environment.

Make sure that you are familiar with the safety program and the evacuation plan for your office building and floor.

Speak up if you notice risks, hazards, or behaviors that could compromise the health, safety, or wellbeing of yourself or others.

Engage with available resources to support your own resilience and that of your team.

### More information:

- [Health & Safety and Physical Security\\*](#)

\* internal link

# We care about our customers

... because they are the reason we are in business. Putting their needs at the heart of what we do and providing them with protection for the things and people they value has been our mission since Zurich was founded in 1872.

[Watch the video online >](#)



## Focusing on the customer

Zurich was founded in 1872 and has long been a reliable and stable company in an unstable world, with dedication and a deep history of using our expertise to help care for society and people.

Our purpose is to create a brighter future together with our customers across the world. Our customers range from individuals, small businesses, mid-sized and large companies to multinational corporations. We strive to make them feel confident that they are doing their best to protect themselves, their families, their businesses and our world. Additionally, they should have peace of mind that they contribute towards sustainable businesses and practices.

We are committed to becoming the sustainable choice for our customers, because we understand that our role as an insurer is not only to help our customers protect themselves today, but to help them and our world adapt to the risks of tomorrow. We do this through innovative products and services that serve customer needs.

We endeavor to provide our customers with personalized services, expert advice and peer-to-peer information to assist them in identifying and mitigating risks – and with reliable protection and support in case something happens.

Every employee has an important part to play to create a brighter future together with our customers. Regardless of our role within the company, our collective efforts are aimed at serving our customers. Our actions should be driven by the desire to meet customer needs and our vision to be one of the most responsible and impactful businesses globally.



What does it mean for me?

In all business activities, make sure you keep the customer at the heart of what you do and promote positive customer outcomes.

Never put short-term gains over long-term success. Our company will succeed through building long term relationships with our customers and by empowering sustainable practices.

Never lose focus on the customer when driving forward innovation.

**More information:**

- Our purpose and values

## Ensuring appropriate Customer Facing Conduct

We are committed to delivering on our promises and standing up for what is right. This includes fostering behavior that puts our customers' needs at the center of our business.

We strive to manage the risks of poor outcomes for our customers and we conduct our business in a way that seeks to treat customers fairly.

Customer Facing Conduct describes the activities we undertake every day as we aim to maximize the likelihood of fair and positive outcomes for our customers, regardless of whether they are individuals or organizations.



### What does it mean for me?

Consult with your manager or Compliance whenever you have doubts about whether our Customer Facing Conduct framework is meeting the standards of conduct outlined in this Code.

Customer Facing Conduct encompasses four main areas:



#### Proposition Management

We design products, services or experiences that meet the needs of our target customers.



#### Sales and Distribution

We sell products and services that are appropriate for our customers' needs.



#### Claims and Payouts

We deliver on the promises made to our customers through the appropriate handling of claims and payouts.



#### Customer Service and Complaints

We provide considerate service to our customers and deal with customer complaints fairly and in a timely fashion.

#### More information:

- Customer Facing Conduct\*

\* *internal link*

## Respecting data privacy and safeguarding confidential information

Trust is at the core of our business, and we have a responsibility to keep the data of our customers, as well as of employees and other stakeholders, secure and only use it in a legal and transparent manner. In line with this, Zurich is committed to high standards of data privacy and information security.

We respect the privacy rights of customers, employees and other individuals across our operations globally and protect their data.

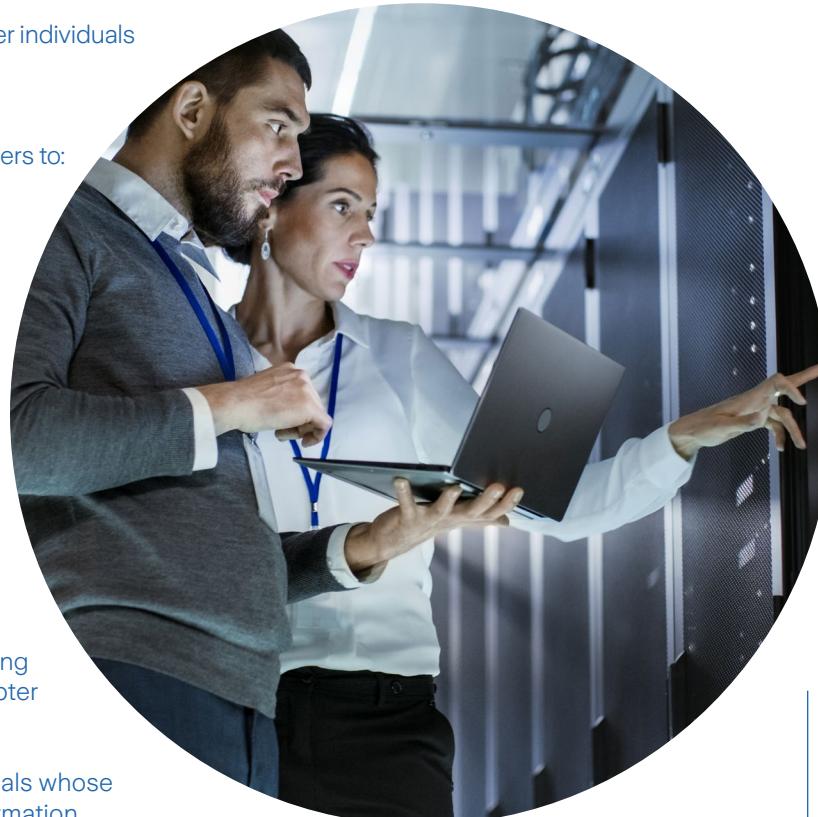
We honor our customers' long-standing trust with our Data and Responsible AI Commitment and make a promise to our customers to:

- Keep their data safe;
- Never sell their personal data;
- Be transparent about how we share their personal data;
- Use data to produce better outcomes for them; and
- Use AI responsibly.

We are committed to collecting, processing and sharing personal data of our customers, employees and other individuals fairly and only for specified and legitimate purposes.

When using data in the context of technology and Artificial Intelligence (AI), we do that in a responsible manner by applying our data privacy and information security standards (see chapter Deploying Artificial Intelligence in a responsible manner).

We respect the privacy rights and preferences of the individuals whose data we process. We access, use and share confidential information, including personal data, on a "need-to-know" basis only. In addition, before transferring data across national borders, including to other Zurich entities, we confirm whether special requirements apply.



### What does it mean for me?

Familiarize yourself with the key processes and tools that will enable you to be compliant with applicable data privacy requirements. You can find further information in our Group Policy: Data Privacy and Records Management and relevant local policies.

I have accidentally sent a confidential email including personal data to a colleague's private email address instead of their work email. What should I do? – **This is a personal data incident. It is important to report any data incidents and potential breaches through the appropriate management channels as quickly as possible. If you are unsure what to do next, consult with your local Data Privacy or Information Governance team.**

### More information:

- Group Policy: Data Privacy and Records Management\*
- AI Assessment Framework\*
- Zurich Data and Responsible AI Commitment
- Data privacy

\* [internal link](#)

## Deploying Artificial Intelligence in a responsible manner

AI has the potential to drive efficiencies, foster innovation, improve decision-making, and ultimately enhance the experience of our customers and employees. We also recognize the challenges that AI can present for society, and are committed to using AI responsibly.

At Zurich, we are convinced that AI will help drive Zurich's competitive advantage and further enhance our customer-centric approach. We comply with applicable AI and data privacy laws and regulations.

In line with our Data and Responsible AI Commitment (see chapter Respecting data privacy and safeguarding confidential information), we use AI responsibly, guided by the following principles:



**Safety**



**Transparency**



**Accountability**



**Reliability**

These principles are further detailed in the AI Assessment Framework.

We are committed to developing solutions and products that leverage AI and other new technologies in a safe and transparent way in order to meet our promise to our customers and protect the rights of all our stakeholders. Additionally, we are committed to appropriate human oversight to mitigate potential risks, biases or inaccuracies.

Additionally, we are committed to appropriate human oversight to mitigate potential risks, biases or inaccuracies.



### What does it mean for me?

Familiarize yourself with our responsible AI principles, and consult with your local contact in the Global Responsible AI Champions Network for more information on responsible AI at Zurich.

You can find further information in the AI Assessment Framework.

### More information:

- [AI Assessment Framework\\*](#)
- [Group Policy: Data Privacy and Records Management\\*](#)
- [Global Responsible AI Champions Network\\*](#)
- [Zurich Data and Responsible AI Commitment](#)

\* internal link



# We care about business integrity

... and ethical behavior because conducting all our business in a compliant and fair manner helps prevent criminal, illegal and unethical activities and preserves the transparency and integrity of the markets.

[Watch the video online >](#)

## Preventing financial crime

In all aspects of our business, we know the legal requirements and internal guidelines and comply with them. We have an unwavering commitment to fair and responsible business conduct and to preventing and detecting potential misuse of our products and services for illegal, criminal or unethical purposes.



### What does it mean for me?

A broker has offered me tickets to a local sporting event. Can I accept them? – **Possibly; however, you must consider whether it would be appropriate for you to accept the invitation by assessing whether there are any ongoing negotiations involving the broker and/or whether the event could be considered unduly lavish. You may need to obtain manager approval if the value is over the local GEOA threshold and, in any event, record it appropriately in your local GEOA tool or via the applicable local process.**

A supplier has invited me to a business dinner, can I accept the invitation? – **Business lunches and dinners are addressed by the Anti-Bribery and Anti-Corruption Policy and if the purpose of the invitation is to maintain business relationships, it is likely acceptable. However, if the value of the dinner is above the local threshold, you must obtain manager approval and, in any event, record it appropriately in your local GEOA tool or via the applicable local process.**

### Anti-bribery and anti-corruption

Zurich is committed to applying high standards of Anti-Bribery and Anti-Corruption compliance across its operations globally.



We refrain from giving or accepting any gifts, entertainment or other advantages (GEOA) in connection with business activities unless they are appropriate to the circumstances, moderate in terms of value and frequency and in line with local GEOA thresholds.



We do not give, offer, request, or accept GEOA that are intended to, or may be perceived as being intended to, obtain or retain an improper business or personal benefit, undue action, or other favorable treatment; could cause a conflict of interest for either party; or are known or believed not to comply with applicable rules. In general, we do not give, offer, or accept cash or cash equivalents such as gift cards or vouchers due to the risk that they could create the appearance of improper intent.



We comply with applicable laws and Zurich's Group Policy: Anti-Bribery and Anti-Corruption so that political, charitable and similar contributions and sponsorships made by Zurich are not, and are not seen to be, used for any illegal, criminal or unethical purpose.



We also take reasonable steps so that payments to and from third parties are appropriate under the circumstances, supported by a sound business rationale, and correctly recorded and accounted for. This includes completing appropriate due diligence on third parties before engagement and taking appropriate steps to monitor their activities throughout the duration of the relationship.

#### More information:

- Group Policy: Anti-Bribery and Anti-Corruption\*

\* *internal link*

## Anti-money laundering, counter-terrorist financing and customer tax compliance

We are committed to applying high standards of anti-money laundering, counter-terrorist financing and tax compliance across our operations globally. This includes protecting Zurich's reputation and brand by promoting a sound culture of risk awareness, as well as disciplined and informed risk management.

Zurich does not permit engaging in transactions that are illegal or compromise our values, nor engaging in business with any person who appears to be attempting to use our products or services for illegal purposes.

We adhere to Group and local anti-money laundering requirements and know that we must contact Compliance in a proactive and timely manner in case of any doubts or suspicions related to a business partner or transaction.

We are committed to sustainable, well-governed and transparent Group tax affairs.

To meet governmental reporting obligations which promote customer tax compliance, we have adopted policies and controls which support compliance with the Foreign Account Tax Compliance Act (FATCA) and the Common Reporting Standard (CRS), as well as other applicable tax regulations.



### What does it mean for me?

I have received a request from a customer to terminate their life insurance contract only three months after encashment of the single premium, and to issue the payment to a third party. What should I do? – **Consult with your manager and contact Compliance.**

### More information:

- Being a responsible tax payer
- Group Policy: Anti-Money Laundering and Counter-Terrorist Financing\*
- International Automatic Exchange of Information for tax purposes\*

\* [internal link](#)

## Trade and economic sanctions

We are committed to complying with all applicable trade and economic sanctions in all our business activities.

We make sure that we are aware of laws and regulations that prohibit or restrict doing business with certain countries, entities or individuals, as well as laws and regulations that prohibit or restrict business activities with exposure to certain underlying activities that our clients may perform.

We understand applicable business processes that are in place to mitigate the applicable sanctions risk of relevant activities. This includes understanding regulations that apply based on our role and nationality, e.g., the U.S. Office of Foreign Assets Control (OFAC) regulations for U.S. persons worldwide.



### What does it mean for me?

I am an underwriter, and a U.S. citizen based in Europe. Am I subject to U.S. Sanctions requirements, as the business I am working on has no U.S. exposure? – **Yes, the nationality / citizenship of any U.S. employee, even if based overseas, makes the individual a 'U.S. person', in which case the U.S. OFAC sanctions would apply, even to a non-U.S. business. Contact Compliance for further guidance.**

### More information:

- Group Policy: Trade & Economic Sanctions\*

\* [internal link](#)

## Promoting fair and free markets

We firmly believe that our customers, employees, shareholders and communities are best served through a strong, competitive and fair marketplace for insurance. It is up to each of us to protect and preserve the integrity and transparency of the markets.

### Antitrust and fair competition

Any activities that impact free and fair competition could have a significant negative impact on the marketplace, our clients as well as our reputation. We do not engage in any anti-competitive practices or behaviors that are illegal or inconsistent with this Code.

Therefore, we do not enter into agreements, understandings or coordinated activities with actual or potential competitors that may eliminate or lessen free and fair competition. In particular, we do not agree or coordinate with

competitors to fix prices, premiums or specific elements thereof. We do not limit or restrict the type or quantity of products or services supplied; or allocate markets geographically or according to trading partners, customers segments or product lines.

We also do not enter into agreements or arrangements with entities operating at different levels of the distribution chain, such as agents, distributors or suppliers, that may eliminate or lessen free and fair competition, in violation of applicable laws.

We do not abuse a dominant position in a particular market, nor use competitors' confidential information without proper authorization or misuse intellectual property.

There are many situations that can create the potential for violations of antitrust and competition laws. So, if we participate in insurance associations, industry trade organizations and other meetings or events involving our competitors, we are especially mindful of all applicable laws and regulations.



### What does it mean for me?

A competitor's representative suggests that Zurich sells insurance products only in certain regions of a country, whereas the competitor would sell its insurance products in other regions of the same country. Is this arrangement acceptable? – **No! This is not permissible as it would violate antitrust laws prohibiting market division. The geographical allocation would hurt the insurance market in the country as Zurich and the competitor would no longer have an incentive to develop and offer better and/or more competitive products to customers in the country in order to gain a competitive advantage on each other.**

### More information:

- Group Policy: Antitrust and Fair Competition\*

\* [internal link](#)

## Dealing in securities

As part of our day-to-day work, we may obtain inside information, which is any non-public information that could be price-sensitive, i.e., affect the price of a security. We protect non-public information we possess and do not use or misuse such information whether for our own or anyone else's investments.

We understand that we must never trade in Zurich securities or securities of other companies (either directly or through others) while in possession of inside information. Additionally, we do not provide tips or make recommendations about any securities while in possession of inside information.



### What does it mean for me?

My friend is a trader. Can I give him a head start and provide him with Zurich figures before they are publicly announced? – **No. You are not allowed to disclose Zurich financial results at any time before their public announcement.**

Before trading Zurich securities, we exercise particular care and seek all necessary approvals.

Trading includes any sale, purchase, or agreement to sell or purchase any securities or interest in such securities, including if it is done off-market.

It is illegal to give false or misleading signals capable of influencing market behavior (i.e., market manipulation).

### More information:

- Group Policy: Dealing in Securities\*
- Zurich Risk Policy: MR 3a - Market and Investment\*
- Zurich Risk Policy: MR 5g - Information Security\*
- Zurich Risk Policy: MR 6a - M&A\*

\* *internal link*



## What does it mean for me?

It has come to my attention that one of our suppliers is sourcing goods from a country that is known for human rights abuses. What should I do? – **Seek advice from your local Procurement & Supply Chain Management team, where such a team is in place, or else from Group Procurement & Supply Chain Management.**



## Respecting human rights

We respect the protection of international human rights within our sphere of influence and are committed to avoiding any complicity in human rights abuses.

When interacting with customers, employees, shareholders, suppliers, partners, distributors, the public at large or any other stakeholder, we aim to promote the following international best practice standards to manage potential adverse human rights impacts:

- Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework
- OECD Guidelines for Multinational Enterprises
- United Nations Global Compact

By signing the UN Global Compact in 2011, we committed to aligning our strategy, culture and day-to-day operations with the Global Compact's ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption.

We pay special attention to transactions that might contravene human rights and forced labor.

### Working with suppliers

At Zurich, we are committed to high standards of business conduct. We aim to work with suppliers who share our values and embrace ethical business practices. We expect our suppliers to respect human rights and operate labor standards that meet the relevant principles of the UN Global Compact and the International Labour Organization (ILO) conventions considered fundamental to the rights of human beings at work, as set out in our Supplier Code of Conduct.

### More information:

- Respecting human rights
- ILO Conventions
- Supplier Code of Conduct
- Third-Party Governance Framework\*

\* internal link

# We care about our company

... because we are proud of Zurich's heritage and brand, and understand that protecting our reputation and our assets is critical for our long-term success.

[Watch the video online >](#)



## Retaining and managing business records

Managing our business records and maintaining accurate data helps us make sound business decisions, comply with laws and regulations, and maintain the trust of our stakeholders.



We accurately and completely record all relevant business transactions and deal with financial data accurately, promptly and with due care while following Zurich's accounting principles.

Business records and data, including paper-based, electronic files, and emails, must be kept as long as required and permitted by law, regulation or policy. If a Legal Hold is in place, the disposal of all or certain categories of documents has been suspended. We pay careful attention to the details of any such Legal Hold and comply with its obligations strictly. We seek guidance if we have questions regarding how it applies to us.

We understand that we must report any order or instruction to destroy or delete records and data to our manager or consult with Information Governance, Legal or Compliance if the retention period for the document has not yet expired.

Business records and data must be available and accessible to authorized persons within the appropriate timeframe, and we must never alter or falsify information on any record. Fraudulent alteration, correction or falsification can never be justified by any business goal.



### What does it mean for me?

How do I know which documents are considered to be "records"?

– **Check with Information Governance, Legal or Compliance** in your business unit to understand what defines a "business record" in your jurisdiction, as not all documents are deemed "business records".

How do I know how long I should keep business records? – **Each business unit or function** has a local Records Retention Inventory and Schedule which sets forth applicable retention periods for business records. If you do not know how to locate your local Records Retention Inventory and Schedule, check with the **Information Owner** before taking any action.

### More information:

- Group Policy: Data Privacy and Records Management\*
- Zurich Risk Policy: MR 5g
  - Information Security\*
- Zurich Risk Policy: MR 5k – Fraud\*

\* *internal link*



## Disclosing conflicts of interest and external engagements

Zurich's reputation depends on our actions and integrity. It is important that our business decisions are based on the interests of our company and our customers and shareholders, and not based on self-interest.

Every day we make business decisions and occasionally we may be presented with a conflict between Zurich's interest and our own personal interests.

We maintain our objectivity and do not compromise our judgment by personal interest.

We disclose any actual, potential or perceived conflicts of interest to our manager via the formal disclosure process, and we properly manage or eliminate the conflict. We have processes in place relating to the employment, supervision and collaboration with relatives and those with whom we have a close personal relationship.

Carrying out a role in any company or organization that is not a Zurich subsidiary, or secondary employment (including paid or unpaid work/volunteering), requires us to employ particular care, and where there is an actual, potential or perceived conflict of interest, the role must be disclosed and prior approval obtained from our manager before accepting such a position.

### What does it mean for me?



My spouse is the CEO of a local software company that is bidding for a contract with Zurich. Do I need to disclose this connection? – **Perhaps. Consult with your manager to determine whether this could create a conflict of interest that must be disclosed.**

I have been asked to serve on the board of directors of a non-Zurich corporation that supplies services to Zurich. Do I need to disclose this to Zurich? – **Yes, this is an external engagement where there is a potential conflict of interest, and must therefore be disclosed and approval obtained from your manager.**

### More information:

- Group Policy: Conflicts of Interest and External Engagements\*

\* [internal link](#)

## Protecting our assets and preventing fraud and crime

The misuse of Zurich's property or the property entrusted to us would negatively impact our reputation and our interests.

Protecting our assets and preventing fraud and crime are key to building and maintaining the trust of our stakeholders. We must all take precautions to safeguard and protect Zurich property.

We comply with information security standards and employ best practices to protect Zurich's data and information assets from loss, theft or misuse.

We use Zurich property and resources for business purposes and not for personal or professional gain or for inappropriate or unlawful purposes. We avoid unauthorized or improper use or disclosure of the Zurich name, logo, service mark, trademark, trade secret, confidential document, patent or copyright, or any other form of intellectual property.

We also never misuse our position, including for fraudulent or illegal purposes.

We understand that it is prohibited to misappropriate or illegally conceal, divert or obtain money, assets, data, information or services, as well as to misrepresent or falsify information.



### What does it mean for me?

A business partner forwarded a document they received to me, supposedly from Zurich, requesting them to provide sensitive information. The document features Zurich's logo and branding, but the look and feel of the document does not seem right. How should I respond? – **This could be a case of brand impersonation using fake documents with Zurich's logo to deceive business partners, customers and employees. These scams can damage our reputation and lead to data breaches or may be part of a wider fraud scheme.** If you come across such documents, or if in doubt as to the authenticity of a document, escalate them immediately to [brandprotection@zurich.com](mailto:brandprotection@zurich.com) and advise the recipient not to engage further.

While away on leave, may I lend my access badge to a Zurich colleague from another office so he can access the building if required? – **No. Never give your access badge to anyone else, as this compromises our access control systems, which are designed to prevent unauthorized entry and help to protect the safety and security of our people and assets.**

### More information:

- Zurich Risk Policy: MR5g – Information Security\*
- Zurich Risk Policy: MR5k – Fraud\*
- Zurich Risk Policy: MR5e – Security and Safety\*
- Regulation on the use of electronic information & communications systems\*



## What does it mean for me?



I have been contacted by a journalist who would like to learn more about a project I am working on. I believe an article on this would help our reputation. Can I share information about the project with him? – **No. Refer all requests for information from the media to your local Media spokesperson or Media Relations department. You must not speak on behalf of Zurich unless you are an approved spokesperson.**

If you have any questions about your use of social media in a professional or personal capacity, contact [media@zurich.com](mailto:media@zurich.com) or read the Social Media Guidelines.

## Communicating with external parties

Forthright and accurate communication with our stakeholders helps us to successfully manage both our reputation and brand.

We direct requests for information from outside Zurich to the appropriate function according to local guidelines. Special rules apply to responding to inquiries from certain external parties.

We refer all requests for information from the media, including via social media channels, to the respective local Media Relations office, local spokesperson or the Media Relations department.

We direct queries from institutional investors and analysts to the Investor Relations & Rating Agency Management department ([investor.relations@zurich.com](mailto:investor.relations@zurich.com)), and direct queries from individual shareholders to Share Register ([shareholder.services@zurich.com](mailto:shareholder.services@zurich.com)). We forward inquiries from regulators, supervisors, public officials or policy makers to the local Legal, Compliance, or Government Affairs team, or to Group Public Affairs or Group Regulatory Affairs, as appropriate.

Posting information on social media is considered to be communicating with external parties, hence the same rules apply.

We are encouraged to like and share Zurich posts and publications on social media. When commenting on Zurich posts and publications, we remember to speak with our own voice and comply with the terms of the Social Media Guidelines.

If our affiliation with Zurich is apparent on any social media, we become an unofficial spokesperson and everything we post may be associated with or have an impact on our business and Zurich's reputation. Whenever we post about topics that may be considered controversial where our affiliation with Zurich is apparent, including politics, religion, or gender, we make it clear at the beginning of our post that what we say is our personal opinion and we are not speaking on behalf of Zurich.

### More information:

- Social Media Guidelines\*
- ZRP\*\*: MR 5g - Information Security\*
- ZRP: MR 6f – Group Regulatory Relations\*
- ZRP: MR 6h – Public Affairs\*

\* internal link

\*\*(ZRP) Zurich Risk Policy



# We care about our future

... and understand that we must always consider the consequences that today's actions could have on tomorrow.

[Watch the video online >](#)

## Safeguarding the future of our company and society

Sustainability is about how we do business. We use our expertise as a risk manager to enhance resilience to natural, societal, economic and financial risks. That is why we have integrated sustainability across our business globally.

For us, sustainability is not just an urgent global imperative but also a significant business opportunity.

As customer expectations evolve and the demand for social and environmental engagement grows, sustainability becomes a driver for value creation. Our purpose – to create a brighter future together – inspires us to leverage our role as a global insurer, risk

manager, and investor to scale positive impacts for our customers, people, and the planet.

By empowering individuals and organizations to act today, we aim to build partnerships that drive transformative change for a sustainable future.



We have identified three focus areas to scale our impact and our role in society:

1



## Planet

Responding to accelerating risks by proactively supporting the climate transition through engagement, climate solution investments and aligning our operations and portfolios with net-zero.

2



## Customers

Supporting a more resilient future together with our customers by growing insurance and advisory solutions that support environmental and societal resilience.

3



## People

Supporting our people to perform at their best, and remain employable for the long-term, while addressing the needs of our customers and communities.



## What does it mean for me?

Consider how you can contribute to Zurich's sustainability goals, whether it is in our operations or in underwriting or investment activities.

Ask yourself how you can support our customers and partners in their sustainability journeys, whether it is through products and services, claims handling or new innovations.

Consider which of your skills you should strengthen to contribute best to our business success. Ask yourself what makes you and your work environment resilient, inclusive and engaged, so we can sustain our performance over time.

## More information:

- Our sustainability framework
- Planet sustainability
- Customer sustainability
- People sustainability
- Sustainable sourcing
- Investing responsibly



The Code of Conduct is published in English, Chinese (Simplified), Chinese (Traditional), French, German, Indonesian, Italian, Japanese, Polish, Portuguese, Spanish and Turkish.

In the case of inconsistencies in the language translations, the latest English version shall prevail. The latest version can be found on our Group website: [www.zurich.com](http://www.zurich.com).

