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Human Rights and the workplace

Human rights are universal. This means that every person around the world deserves to be treated with dignity and have their interests considered equally.

While governments have the legal duty to protect individuals against human rights abuses, businesses are increasingly recognising their own moral, legal, and commercial responsibility—also when it comes to the workforce.

We value our employees and seek to be a good employer. We promote the personal and professional growth of our employees by providing excellent primary and secondary benefits and development opportunities. This creates an environment where our people not only do well but can also do good.

We involve employees when dealing with complex human resources policy issues, ensuring their point of view is taken into account. This also enhances communication between management and staff, and supports a culture of shared responsibility. The way employees are consulted depends on local legislation and culture.

This Human Rights Statement for employees has existed since 2006, expressing our commitment to support international labour rights standards. We uphold the freedom of association for all our employees and recognise the right to collective bargaining.

ING follows various standards for human rights when it comes to our workforce. The most widely accepted statement on human rights is the United Nations' Universal Declaration of Human Rights (UDHR), adopted in 1948 by the General Assembly of the United Nations. It describes civil, political, economic, social and cultural rights.

Also important is the International Labour Organisation (ILO), a UN agency bringing together governments, employers and workers representatives from 187 member states. The ILO sets labour standards, develops policies and creates programmes promoting decent work for all people.

We're also guided by the UN Global Compact, a UN initiative to encourage businesses worldwide to adopt sustainable practices, including in human rights.

ING supports the UDHR, the ILO and the UN Global Compact and apply their principles throughout our operations worldwide when possible. This document provides specifics into some of the ways we do that.

The basics

- This document applies to all ING employees in all businesses where we have management control.
- ING adheres to local labour laws and regulations.
- Within our sphere of influence and wherever permitted by law, we will also support the UDHR, the International Labour Organisation (ILO) Core Conventions, and the UN Global Compact.
- In countries where local legislation goes further than the principles set out by the UDHR, ILO Core Conventions and/or UN Global Compact, ING will also apply that additional local legislation.
- In countries where local legislation prevents ING from upholding aspects of the UDHR, ILO Core Conventions, provisions of the UN Global Compact or ING's own human resources policies, ING strives to act in the spirit and nature of these principles while respecting and adhering to applicable local legislation.

Freedom of association

UN Global Compact, Principle III

- ING upholds freedom of association and the effective recognition of the right to collective bargaining. Employees, without distinction whatsoever, have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.

ILO Conventions 87 and 98

- Employee organisations have the right to
 - draw up their constitutions and rules
 - elect their representatives in full freedom
 - organise their administration and activities
 - formulate their programmes.
- Where appropriate in local circumstances, ING may support employee organisations by financial or other means, but will never do so with the object of placing such organisations under its control.
- Employees won't be discriminated against because of union membership, or because of participation in union activities outside working hours or within working hours (with the consent of the employer).
- We recognise the right to voluntary negotiations between ING or employers' organisations and employee organisations, with an aim to regulate terms and conditions of employment by means of collective agreements.

Forced labour

UN Global Compact, Principle IV

- ING upholds the elimination of all forms of forced labour and compulsory labour.

ILO Conventions 29 and 105

- ING won't make use of any form of forced or compulsory labour.
- The term 'forced labour' means all work or service that's extracted from anyone under the menace of any penalty, and/or that the person hasn't offered voluntarily (except for some specific exceptions described in ILO Convention 29).

Child labour

UN Global Compact, Principle V

- ING upholds the effective abolition of child labour.

ILO Core Conventions 138 and 182

- ING doesn't use child labour in any of its global operations.
- In the absence of any national or local law, 'child' means a person less than 16 years old. If local minimum-age law is set below 16 years but is in accordance with ILO Convention 138, that lower age will apply.
- ING doesn't tolerate any form of exploitative child labour, as defined in the ILO Convention 182, Article 3 (Worst Forms of Child Labour).

Discrimination and equal remuneration

UN Global Compact, Principle VI

- ING upholds the elimination of discrimination in respect to employment and occupation.

ILO Core Conventions 100 and 111

- ING promotes equal opportunities and treatment regarding employment and positions, with a view to eliminating any discrimination.
- The term 'discrimination' includes any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, nationality or social origin, that has the effect of nullifying or impairing equal opportunity or treatment in employment or position.
- Any distinction, exclusion or preference in respect to a particular job based on the inherent requirements of the job won't be deemed to be discrimination.
- ING promotes equal remuneration for male and female employees for work of equal value.