



Last Updated: June 13, 2022

## Human Rights Statement

Guidewire supports fundamental human rights for all. While national governments bear the primary responsibility for upholding human rights, we strive to protect human rights through our practices and policies and by complying with the laws of the countries in which we do business. Our approach is guided by the [United Nations Guiding Principles on Business and Human Rights](#), the [Core Conventions of the International Labour Organization \(ILO\)](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#), and [the UN Universal Declaration of Human Rights](#).

## Communities

We strive to be a responsible corporate citizen and create a positive impact in the communities where we operate through environmental stewardship, employee engagement, responsible data privacy and transparency, and charitable contributions.

## Data Privacy and Transparency

We recognize that both security and privacy are critical in the cloud-first and mobile-first world. Further, we commit to strong privacy principles by being transparent about our use of customer data, and commit to collecting, sharing or otherwise using personal information in a responsible and appropriate fashion.

## Employees

We expect our employees to act lawfully or appropriately toward colleagues, vendors, suppliers, customers, and business partners as outlined in our [Code of Business Conduct and Ethics](#).

## Labor Practices

At Guidewire, we are committed to providing working conditions that enable our employees to thrive. The employment of our employees is expected to be in compliance with all applicable laws

and regulations, including those governing working conditions, compensation, benefits, opportunity, and hours.

### **Diversity, Equity, and Inclusion**

We define diversity in all the ways in which we are different, yet similar, including race, ethnicity, nationality, gender, veteran status, ability, preferred languages, work styles, generational and cultural facets, sexual orientation, and gender identity. Treating every employee with respect and fostering a culture of inclusion and equity is important to us. To this end, Guidewire takes a [strategic approach](#) to appreciate our individual and collective experiences, different ways of thinking, and diverse communication styles.

### **Discrimination and Harassment**

We do not adversely discriminate in hiring, promotions, salary, or any other terms or conditions of employment based on race, color, sex (including pregnancy), age, disability, veteran status, religion, national origin, ancestry, sexual orientation, gender identity, marital status, domestic partner status, genetic information, or citizenship status. Additionally, we are committed to providing a workplace free from all unlawful forms of harassment, whether verbal or physical. We address equal opportunity and harassment avoidance in our [Code of Business Conduct and Ethics](#).

### **Workplace Health and Safety**

Guidewire maintains comprehensive health and safety policies that govern our business and provide guidance on our interactions with each other, our clients, and our vendors. We focus on the health and safety of our employees and their physical workplace conditions and we believe we provide a robust safety training program. We are committed to meeting and exceeding industry standards, and we aim to actively adapt to industry changes and advancements. Guidewire maintains incident reporting and investigation procedures, including a process for corrective action where necessary.

### **Child Labor, Forced Labor, and Human Trafficking**

We support, follow, and abide by labor laws and regulations in the regions where we conduct business, including those that address child labor, forced labor, and human trafficking. With respect to child labor, Guidewire follows the ILO labor standards outlined in Convention Nos. 138 and 182. We also strive to comply in all material respects with the [UK Modern Slavery Act](#) and do not condone or accept any aspect of forced or compulsory labor and strictly prohibit employees from engaging in human-trafficking related activities.

### **Vendors, Suppliers, and Business Partners**

We expect our business partners – including suppliers and vendors – to share our commitment to respect human rights. Guidewire’s standard form of supplier contract includes our Supplier Code

of Conduct. We encourage our suppliers to comply with our Supplier Code of Conduct in all material respects. This Code addresses integrity in human rights and labor and describes our expectations in the areas of community, child labor, human trafficking, forced labor, wages and working hours, health and safety, freedom of association, non-discrimination, and harassment prevention.

We also aim to promote diversity in our supply base through our Supplier Diversity Program.

## **Remediation**

We strive to provide effective resolution to remedy potential violations of human rights. Any employee, vendor, supplier or business partner who learns of or suspects a violation of our policies or the law should promptly report the matter to the Guidewire Legal Department via email to [generalcounsel@guidewire.com](mailto:generalcounsel@guidewire.com). This mechanism offers a secure channel for anonymous reporting of suspected concerns or potential violations of our policies or the law. We support individuals who, in good faith, provide information relating to reports of potential misconduct and Guidewire's Anti-Retaliation Policy prohibits threats or acts of retaliation in any circumstance.

## **Governance and Oversight**

We believe that every employee is responsible for respecting human rights. The implementation of our Human Rights Statement is overseen by the ESG Task Force. The ESG Task Force is a cross-functional team comprised of senior leaders who represent corporate centers and lines of business with lines of sight to environment, social, and governance issues. Updates are periodically provided to Guidewire's Nominating and Corporate Governance Committee of the Board of Directors, which exercises primary oversight of policies and practices with respect to ESG matters, including this Human Rights Statement.

We strive to routinely review and refine our approach to addressing human rights. Updates to this version of the Statement were made with input from key internal stakeholders across various enterprise functions. Guidewire's Head of ESG is responsible for annually reviewing and updating the company's Human Rights Statement. We publicly report on our efforts to respect and protect human rights through our annual ESG Report.

Helen Reid, Head of ESG at Guidewire