

Statement on Human and Workplace Rights

Approved July 29, 2016
Published September 12, 2016
Revised July, 2020

Introduction

Voya Financial fosters a supportive and respectful work environment where the highest standards of integrity and fairness are maintained. We also believe in the respect of the rights of the workers of our suppliers, clients, business partners and members of the community.

At Voya, corporate responsibility (CR) means conducting business in a manner that is ethically, economically, socially and environmentally responsible that helps enhance and protect shareholder value. Our corporate responsibility pillars are Empowering Our People, Serving Our Clients, Investing in Communities and Protecting the Environment. Through disclosures and reports such as our [Corporate Responsibility Annual Report](#), [Annual Report on Form 10-K](#) and [Proxy Statement](#), we communicate with our stakeholders on our CR performance and invite their feedback.

Our Commitment to Ethical Behavior

Voya's commitment to respecting fairness and integrity in the workplace is manifested in a variety of our corporate policies, including the [Code of Business Conduct and Ethics](#); [Environmental and Social Risk Policy](#); and human resources policies. The importance placed on ethics is demonstrated through ongoing communications to our employees through videos, messaging and training designed to better help our employees understand our ethics policies, culminating in an annual Ethics Awareness Week.

Our commitment to acting ethically and responsibly has been recognized externally by the Ethisphere Institute, the global leader in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust, and business success.

Diversity and Inclusion

We seek to retain and develop highly qualified, diverse and dedicated individuals across our workforce. We believe that diversity among employees, with their varying perspectives and talents, enriches our organization, products and services, the communities in which we live and work, and each other.

Discrimination

Voya Financial believes all employees deserve to be in a work environment that is free from any kind of discrimination or harassment. All employees should be treated with respect, fairness and courtesy. Any violations of this policy may subject employees to disciplinary action, up to and including termination.

We maintain a strict policy that prohibits discrimination or harassment. In the workplace, Voya Financial specifically prohibits the use of racial or sexual epithets or stereotypes, slang words or names, or any other language or actions that by their nature or effect degrade or insult a person, or any group of persons, on the basis of race, color, sex, national origin, religion, age, disability, veteran status, sexual orientation, gender identity, genetic information, marital status, creed, citizenship status, or any other status protected by state or local law.

Safe and Healthy Workplace

Voya provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Work Hours, Wages and Benefits

The company compensates employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Forced Labor and Human Trafficking

Voya prohibits the use of all forms of forced labor.

Child Labor

Voya follows all applicable minimum age requirements for employment everywhere it operates.

Issue Resolution

We have multiple procedures to resolve employment related problems as quickly and confidentially as possible. Based on our values and commitments, we strive to resolve problems in a manner that is respectful to our employees and that adequately takes into account the interest and requirements of all concerned.

Our employees have access to an Ethics Helpline - and additional resources dedicated to dispute resolution - through which questions, concerns, and complaints can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies. They may do so anonymously. Retaliation for raising these concerns in good faith is prohibited.

External Recognition can be viewed [here](#).

We will review this Statement on Human and Workplace Rights periodically to reflect ongoing learning and emerging best practice. We conduct trainings for employees on our human and workplace rights approach and related policies. We report on corporate responsibility issues through multiple communication channels. For more information regarding corporate responsibility at Voya Financial, please visit www.voya.com or send an email to voyacr@voya.com