

Code of Vendor Conduct

Introduction

RenaissanceRe is committed to being a trusted partner to our stakeholders, and we take pride in the long-term relationships we have fostered with our investors, clients, partners, employees, and communities. We believe that our collective success is built on a foundation of operating with the highest standards of honesty and business conduct, guided by our core values of Integrity and Respect.

This Code of Vendor Conduct (the "Vendor Code") is designed to reinforce RenaissanceRe's core values and outline our expectations of any individual or entity providing a service to, for, or on behalf of RenaissanceRe ("Vendors"). We expect our Vendors to demonstrate their commitment to ethical, human, socially responsible, and legally compliant business practices by:

- Acting with integrity and conduct your business ethically.
- Complying with all applicable laws and regulations.
- Informing RenaissanceRe of any issues as they occur.

Environmental Responsibility



RenaissanceRe believes in following environmentally responsible business practices and we analyze our operational sustainability to identify opportunities to reduce our impact. RenaissanceRe expects our Vendors to conduct their operations in a similar manner and to comply with local, national and international environmental regulations where they operate.

 [Environmental Policy](#)

Focus:

Filtering inputs to avoid distraction, in order to concentrate on tasks that lead to the accomplishment of an overall goal.

Respect:

Treating all of our stakeholders with a genuine sense of worth for their person.

Integrity:

Maintaining an approach to all dealings that is upright, honest and morally sound.

Precision:

Having the ability and spending the time to produce results that are accurate and thorough, tempered with practicality.

Passion:

Undertaking action fueled by conviction, excitement and enthusiasm.

Labour

Discrimination, Bullying, and Harassment

We expect our Vendors to be equal opportunity employers and to provide work environments that are free from bullying and harassment, and to uphold these same principles by complying with all applicable laws, rules and regulations. To the extent that an individual raises a concern of misconduct, we expect cooperation from our Vendors to appropriately investigate and remediate the matter.

Diversity, Equity & Inclusion (DEI)

We seek to embed DEI principles into our daily practices; by Seeking Diversity, Creating Equity and Practicing Inclusion. We consider our people to be our most valuable resource and believes in maintaining a culture that supports every person in doing their best work, and expect our Vendors to support similar business practices.

Health & Safety

We strive to provide a safe, healthy and supportive work environment that promotes the well-being of our employees and the value that they contribute to the global organization. We expect our Vendors to act in accordance with the relevant health and safety standards and requirements in the jurisdictions in which they operate.

Human & Labor Rights, including Modern Slavery

We object to any form of forced and compulsory labor, child labor, human trafficking, slavery, or those practices identified by the International Labor Organization such as withholding of wages, restriction of movement etc. We will not knowingly work with any Vendor engaging in any of these practices. We expect that Vendors have appropriate measures in place that ensure workers are not exploited by third parties such as recruiters or agencies. We expect our Vendors to share our commitment to the protection, promotion, preservation, and sanctity of human and labor rights across the organization.

Freedom of Association, Collective Bargaining, and Grievance Procedures

We expect Vendors to respect the rights of employees, in accordance with local laws, to freely associate, join labor unions and work councils, and seek representation if desired. We expect that Vendors will not prevent their workers from developing alternative mechanisms to express grievances or to protect their rights, and Vendors should not discourage, discriminate or retaliate against employees exercising their legal rights.

Working Hours

We expect Vendors to ensure that working hours comply with national legislation and relevant international guidelines.

Business Conduct

Compliance

RenaissanceRe is a high integrity organization and we are committed to complying with the spirit, as well as with the letter, of all applicable laws, rules and regulations. Vendors are expected to comply with all laws and regulations applicable to their business when providing services to us.

Conflicts of Interest

We expect our Vendors to act with integrity and in the interests of RenaissanceRe and our customers. We expect Vendors to disclose any relevant potential conflicts of interest to RenaissanceRe throughout the time of their engagement with RenaissanceRe.

Financial Crime

We do not tolerate any form of financial crime (money laundering, bribery and corruption, fraud, sanctions violation or tax evasion) and expects our Vendors to comply with the requirements of all applicable laws and regulations regarding the above while engaging with us.

Fair Dealing

We serve a wide variety of clients and customers and deals with a broad range of other stakeholders and counter parties on a world-wide basis.

We expect our Vendors to be mindful of applicable conduct requirements and appropriate business practices in applicable territories while engaging with us.

Insider Trading / Market Abuse

Where Vendors may receive non-public information through their relationship with us we expect our Vendors to have controls in place to comply with relevant insider trading laws and regulations.

Antitrust / Fair Competition

We expect all Vendors to deal fairly when interacting with competitors, to avoid anti-competitive practices and to comply with worldwide antitrust and competition laws.

Confidential Information (including Personally Identifiable Information)

When Vendors are entrusted with confidential information about RenaissanceRe, including employees, clients and other stakeholders, we expect them to comply with the terms of their contract with RenaissanceRe and adhere to relevant laws and regulations governing the handling and protection of such information.

Business Conduct (Continued)

Media

We expect our Vendors to forward all media request/inquiries across all channels (print, broadcast, online, radio, social media, etc.) regarding us, or work done by the Vendor for us, for review and approval. Vendors should not speak about RenaissanceRe to media or in any public forum or use or allow the use of any name, branding or log of RenaissanceRe or our affiliates without prior written consent from RenaissanceRe's Global Marketing & Client Communications department.

Supply Chain Management

For certain Vendor relationships, we may request confirmation from the Vendor that they comply with this Vendor Code. As part of our Vendor contracts, we typically retain the right to audit Vendors or to use other external sources to independently assess the performance of the Vendor throughout the course of the Vendor's relationship with RenaissanceRe.

In the event of any non-compliance with applicable laws and regulations, the terms of any contract or RenaissanceRe's expectations as set out in this Vendor Code, we reserve the right to exercise our rights under the contract, including termination.

Contact Us

For any questions regarding this Vendor Code or to report any actual or potential violation of any applicable laws and regulation by any Vendor please contact: **vendormanagementgroup@renre.com**.

Any person reporting in good faith on concerns regarding potential violations of the law will not be subject to any form of reprisal.