

# Global Human Rights Policy Statement

## Overview & Commitment

Cass Information Systems, Inc.'s ("Cass" or "the Company") Human Rights Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our clients, employees, shareholders, investors, and the communities in which we live and operate. Cass is committed to being a responsible corporate citizen, respecting human rights and supporting the protection and advancement of human rights. With operations around the world, we strive to uphold global standards for responsible business, including equal opportunity, the freedom to associate and bargain collectively, and the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labor. We exercise our influence by conducting our business operations in ways that seek to respect, protect, and promote the full range of human rights and endorses international standards and guidelines such as those described in the [United Nations' Universal Declaration of Human Rights](#) and [The International Bill of Rights](#).

While Cass believes that governments around the world should be primarily responsible for safeguarding human rights, we acknowledge our corporate responsibility and encourage the promotion of these rights through our policies, standards, and procedures, including:

- **Environmental, Social, & Governance (ESG)**  
This report provides insight and data on the Company's commitment to environmental, social and governance measures to provide long-term value to our stakeholders.
- **Code of Conduct and Business Ethics**  
The Cass Code of Conduct and Business Ethics demonstrates the Company's commitment to the highest standards of business ethics which govern the conduct of business operations for all employees. Cass requires all business on behalf of the Company to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.
- **Corporate Governance Guidelines**  
These guidelines provide a framework that reflect the Board of Directors' strong commitment to sound corporate governance practices and to encourage effective policy and decision making at both the Board and management level.
- **Vendor Code of Conduct**  
The Cass Vendors Code of Conduct outlines the values, responsibilities, ethical conduct we expect of our vendors and suppliers. Cass requires vendors to conduct business in full compliance with all applicable laws and regulations.

## Employee Rights & Fair Labor Practices

Cass believes all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees equitably and competitively and operate in compliance with applicable wage, work hours,

overtime, and benefits laws and international labor standards.

### **Diversity, Equity, & Inclusion (DEI) & Anti- Harassment & Discrimination**

Cass is committed to providing equal opportunities for all employees, eliminating all discriminatory practices, and promoting a work environment that is free from harassment, violence, and intimidation. Cass supports diversity, equity, and inclusion efforts and continues to carry out numerous activities contributing to a robust DEI program that include conducting self-assessments, implementing policies and practices related to DEI, following and utilizing data from the Company's Affirmative Action Plan (AAP) to promote DEI efforts in recruitment and promotions, providing training to all employees, actively reaching out to diverse networks in our communities, and facilitating an Employee DEI Committee.

### **Safe and Healthy Workplace**

Cass's policy is to provide and maintain a safe, healthy, and productive workplace for all employees that complies with all applicable laws, regulations, and internal policies and requirements. Cass has a number of security protocols in place including security access badges, emergency action plans, and the prohibition of weapons in the workplace. In addition, Cass values the mental well-being of our employees and offers free access to an Employee Assistance Program for all employees.

### **Forced Labor & Human Trafficking**

Cass is committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.

### **Child Labor**

Cass does not engage in or condone the unlawful employment or exploitation of children. We expect our suppliers and vendors to embrace similar values and to further our commitment to protecting children.

### **Freedom of Association & Collective Bargaining**

Cass respects our employees' right to join, form or not to join a labor union without fear of retaliation, intimidation, or harassment.

### **Reporting Violations & Anti-Retaliation Policy**

At Cass, it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment, aligned with our Human Rights Policy. If any employee, contractor, vendor, or other stakeholder believes that someone is violating this Human Rights Policy and/or the law, they are asked to report it immediately to their manager, Human Resources, Company legal counsel, or through the

Company's anonymous [Ethics Hotline](#) that is operated by an independent third-party and is available 24 hours a day, 7 days a week. Retaliation against an employee for reporting an issue in good faith is prohibited.