



Code of Conduct Addendum

Chubb India Employees

All employees of Chubb including Chubb India are governed by the **“Global Code of Conduct Policy”**.

As part of this organization it is a mandate for all employees to go through the policy document in detail, understand and practice the same with integrity in your day to day professional lives. All Chubb India employees are responsible for following the Code and related policies and procedures. All employees, are expected to acknowledge acceptance of this Code, confirming they know and understand the standards expected of them.

The company expects anyone acting on its behalf to share the values and conduct themselves in a manner consistent with the Code. This also includes the business partners such as consultants, agents, third party representatives as well as the service providers. Appropriate measures may be taken if any employee or business partner fails to meet Chubb standards or their contractual obligations.

Should you have any questions, please reach out to the India Head of Compliance or contact the India Head of HR (Mrs Swapna Saripalli).

Chubb India does not entertain child labour, precisely the company does not create an employment opportunity for a juvenile. The minimum age requirement to apply for a position is set to be 18 years and anyone who works with Chubb India is treated with respect and human dignity.

Please note that there are specific India Policies on Prevention of Sexual Harassment, Whistleblowing and Gifting. Please go through each of the policies in detail and reach out to the governance bodies as explicitly mentioned in each of the policies to report any incidence or clarify any of your doubts.

Any full-time Chubb India employee shall not engage in any outside work, in any capacity for remuneration or not over and above the legitimate work with the organization on duty days, on holidays or when on leave without obtaining written permission from the HR Head and the Head of the department.

Chubb expects you to think globally, act locally and be mindful of being parochial.