

# UN Global Compact (UNGC)

The UNGC is a voluntary framework for businesses to align their operations and strategies with Ten Principles covering human rights, labor, the environment and anti-corruption. MetLife has been a participant of the UNGC since 2020 and is proud of the progress made in working toward its [Ten Principles and the Sustainable Development Goals \(SDGs\)](#). We not only uphold our basic responsibilities to shareholders and society as a company, but also consider these principles and goals for creating long-term value success.

As a signatory to the UNGC, MetLife reconfirms its commitment to the Principles and submits a Communication on Progress to the UNGC on an annual basis. Please see the table below for reference of how MetLife is bringing the UNGC Principles to life through our responsible business practices, initiatives and impact programs. Additional information can be found on our [UNGC public profile](#).

Principle or Goal	Implementation of the Ten Principles / Contributions Toward Achievement of the SDGs
<b>Contributions Toward SDGs</b>	
<p><i>MetLife prioritizes the following SDGs:</i></p> <ul style="list-style-type: none"> <li>#3—Good Health &amp; Well-Being;</li> <li>#5—Gender Equality;</li> <li>#8—Decent Work &amp; Economic Growth;</li> <li>#10—Reduced Inequalities; and</li> <li>#13—Climate Action.</li> </ul>	<p>2023 Sustainability Report &gt;&gt; Sustainability at MetLife &gt;&gt; Our Approach &gt;&gt; <a href="#">Strategic Alignment with the Sustainable Development Goals</a></p> <p>2023 Sustainability Report &gt;&gt; Appendix &gt;&gt; Frameworks &gt;&gt; <a href="#">UN Sustainable Development Goals</a></p>
<b>Ten Principles—Human Rights</b>	
<p><u>Principle 1:</u> Businesses should support and respect the protection of internationally proclaimed human rights; and</p>	<p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Code of Business Ethics</a></p> <p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Human Rights</a></p> <p><a href="#">MetLife’s Statement on Human Rights</a></p>
<p><u>Principle 2:</u> Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>2023 Sustainability Report &gt;&gt; Creating Value as an Investor &gt;&gt; <a href="#">Our Approach</a></p> <p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Supplier Management</a></p> <p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Human Rights</a></p> <p><a href="#">MetLife’s Statement on Human Rights</a></p> <p><a href="#">Slavery and Human Trafficking Statements</a></p>

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Principle or Goal	Implementation of the Ten Principles / Contributions Toward Achievement of the SDGs
<b>Ten Principles—Labour</b>	
<p><u>Principle 3</u>: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Human Rights</a>  <a href="#">MetLife’s Statement on Human Rights</a></p>
<p><u>Principle 4</u>: Businesses should uphold the elimination of all forms of forced and compulsory labour;</p>	<p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Human Rights</a>  <a href="#">MetLife’s Statement on Human Rights</a>  <a href="#">Slavery and Human Trafficking Statements</a></p>
<p><u>Principle 5</u>: Businesses should uphold the effective abolition of child labour; and</p>	<p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Human Rights</a>  <a href="#">MetLife’s Statement on Human Rights</a></p>
<p><u>Principle 6</u>: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Human Rights</a>            2023 Sustainability Report &gt;&gt; For Our Colleagues &gt;&gt; Governance &gt;&gt; <a href="#">Global DEI Governance</a>  <a href="#">MetLife’s Statement on Human Rights</a>  <a href="#">MetLife Pay Equity Statement</a>  <a href="#">MetLife Equal Employment Opportunity and Anti-Harassment Policy</a></p>
<b>Ten Principles—Environment</b>	
<p><u>Principle 7</u>: Businesses should support a precautionary approach to environmental challenges;</p>	<p>2023 Sustainability Report &gt;&gt; For the Environment &gt;&gt; <a href="#">Governance</a>            2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Code of Business Ethics</a>            2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Supplier Management</a>  <a href="#">MetLife Statement on Climate Change</a>  <a href="#">MetLife Environmental Policy</a>  <a href="#">MetLife Code of Business Ethics</a>  <a href="#">MetLife Supplier Code of Business Ethics</a></p>

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<p><u>Principle 8</u>: Businesses should undertake initiatives to promote greater environmental responsibility; and</p>	<p>2023 Sustainability Report &gt;&gt; <a href="#">For the Environment</a></p> <p>2023 Sustainability Report &gt;&gt; Creating Value as an Investor &gt;&gt; <a href="#">Responsible Investments</a></p> <p>2023 Sustainability Report &gt;&gt; Creating Value as an Investor &gt;&gt; <a href="#">Sustainable Investing</a></p> <p>2023 Sustainability Report &gt;&gt; Creating Value as an Investor &gt;&gt; <a href="#">MetLife’s Sustainable Financing Framework</a></p> <p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Code of Business Ethics</a></p> <p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Supplier Management</a></p> <p><a href="#">MetLife Statement on Climate Change</a></p> <p><a href="#">MetLife Environmental Policy</a></p> <p><a href="#">MetLife Code of Business Ethics</a></p> <p><a href="#">MetLife Supplier Code of Business Ethics</a></p> <p><a href="#">MIM Stewardship Policy</a></p> <p><a href="#">MIM Sustainable Investment Policy</a></p> <p><a href="#">MetLife Sustainable Financing Framework</a></p> <p><a href="#">MetLife’s Impact Investment Program</a></p>
<p><u>Principle 9</u>: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>2023 Sustainability Report &gt;&gt; <a href="#">For the Environment</a></p> <p>2023 Sustainability Report &gt;&gt; Creating Value as an Investor &gt;&gt; <a href="#">MetLife’s Sustainable Financing Framework</a></p> <p>2023 Sustainability Report &gt;&gt; Creating Value as an Investor &gt;&gt; <a href="#">Responsible Investments</a></p> <p><a href="#">MetLife Statement on Climate Change</a></p> <p><a href="#">MetLife Sustainable Financing Framework</a></p> <p><a href="#">MetLife’s Impact Investment Program</a></p>
<p><b>Ten Principles—Anti-Corruption/Governance</b></p>	
<p><u>Principle 10</u>: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Code of Business Ethics</a></p> <p>2023 Sustainability Report &gt;&gt; Responsible Governance &gt;&gt; <a href="#">Supplier Management</a></p> <p><a href="#">MetLife Code of Business Ethics</a></p> <p><a href="#">MetLife Supplier Code of Business Ethics</a></p>