

supplier

code of business conduct



Allstate®

As one of America's most iconic brands,

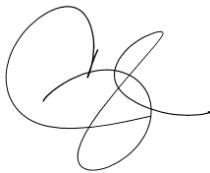
we are committed to continuing our legacy as an innovative, caring and ethical corporation that our customers, employees and shareholders can be proud of. We are driven by [Our Shared Purpose](#) which defines Allstate's strategic vision and the culture we believe enables our success.

For suppliers, it's an exciting time to work with the Allstate Family of Companies and partnering with us comes with great responsibility. All of our suppliers are obligated to conduct business according to the Allstate Supplier Code of Business Conduct which details our requirements for suppliers to act in an honest and ethical manner, as well as deliver superior performance and accountability. In a rapidly changing world and business environment, we must all ensure our actions and business practices build on the trust bestowed upon us by our stakeholders, and to protect Allstate's brands and reputation.

The Supplier Code of Business Conduct serves as a guide for all suppliers and should be referred to frequently. It is intended to be shared with your employees to ensure they understand and are committed to living into our expectations when serving Allstate.

Aligning your behaviors and operational practices to our Supplier Code of Business Conduct, in conjunction with seamless execution of our contracted agreements, positions you as a key partner, as you are an extension of our organization.

Together we can deliver on our promise to be a Force for Good.

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a series of loops and a trailing line.

Cheryl A. Harris

*Senior Vice President and Chief Procurement Officer
Sourcing and Procurement Solutions*

The Allstate family of companies needs **good partners**

Across the Allstate Family of Companies¹, we're committed to operating with absolute integrity. We believe in always doing the right thing, the right way, at the right time. We demonstrate our core values — honesty, caring and integrity, inclusive diversity, engagement, superior performance and accountability — through our behaviors, decisions and interactions each day and expect our suppliers to do the same. Our core values are the foundation of Our Shared Purpose: to help customers realize their hopes and dreams by providing the best products and services to protect them from life's uncertainties and prepare them for the future.

That's why we only partner with suppliers who can adhere to our core values and follow the Supplier Code of Business Conduct outlined in this brochure. Working with good business partners that share our core values makes good business sense.

¹"The Allstate Family of Companies" is defined as The Allstate Corporation and its subsidiaries. Throughout the supplier Code, Allstate will represent the Allstate Family of Companies.

A "supplier" is defined as a person or company providing a good or service. This includes supplier employees, agents, and subcontractors.

Supplier Code of Business Conduct

All suppliers doing business with Allstate must adhere to the Supplier Code of Business Conduct. Suppliers are responsible for ensuring all their employees and any subcontracted party performing work for Allstate comply with this Supplier Code. We reserve the right to audit compliance with this Supplier Code. We reserve the right to require certification of compliance to this Supplier Code.

Compliance – We are committed to compliance with all laws and regulations, both foreign and domestic, and we require the same of our suppliers.

Reciprocity – We believe in providing any supplier with fair and equal access to conduct business with us. We do not require or expect any supplier to purchase or lease Allstate products or services to compete for our business, and we ask that you practice the same.

Conflicts of Interest – Our employees agree not to be influenced by what best serves their personal interests over those of our customers and shareholders. Therefore, suppliers may not offer any Allstate employee anything that may create the risk or perception of undue influence or call Allstate's objectivity into question.

Personal Conflicts of Interest – Our decision making, and actions will not be influenced by close personal or family relationships. Close personal relationships with Allstate employees should be disclosed and will not be a basis of consideration in the competition for business.

Gifts and Gratuities – Our employees will not be influenced or obligated by the offer of business courtesies. It is important that our partners understand we will never sacrifice our integrity. Current or potential suppliers should not accept or offer any gift, entertainment, benefit, favor or service.

Illegal/Improper Payments – We are committed to conducting business with unquestioned integrity and in full compliance with the law. Bribes, kickbacks and other similar payments are strictly prohibited.

Discrimination – We support diversity and equal opportunity in employment. We expect our suppliers to uphold the same commitment by complying with all applicable laws, rules and regulations concerning discrimination. We expect our suppliers to not discriminate on the basis of sexual orientation, gender identity, race, religion, nationality, or other protected categories as provided by applicable law.

Harassment and Abuse – Our commitment to a workplace free from harassment and abuse applies to all people, regardless of whether they are Allstate employees. Unwanted and unwelcome verbal, visual, written, physical or sexual behavior that creates an offensive, hostile or intimidating work environment is not tolerated. We expect our suppliers to provide a similar work environment.

Calling the Allstate i-Report Line 24/7 toll-free at 1.800.706.9855. You may provide your name or report your concern anonymously.

Health and Safety – We are committed to a safe and healthy work environment. We expect our suppliers to comply with all applicable safety and health laws and regulations in the countries in which they operate. To ensure that a safe environment is maintained, suppliers are prohibited from:

- Possessing, consuming or acting under the influence of intoxicants or any controlled substance not prescribed by a licensed physician while conducting Allstate business or while on Allstate premises.
- Bringing firearms or other weapons onto Allstate premises, except as permitted under applicable laws and regulations.
- Assigning Allstate insurance-related work to any personnel whom a supplier knows, or should have reasonably known, to have been convicted of a felony involving dishonesty or breach of trust.
- Bringing any personnel onto Allstate premises whom a supplier knows, or should have reasonably known, may pose a significant risk to the health or safety of others.

Fair Competition and Antitrust – We seek to outperform competitors fairly and honestly, achieving competitive advantages through superior performance. Suppliers are expected to foster fair competition without restraining or inhibiting competitors or abusing a dominant market position.

Insider Trading – Suppliers are prohibited from purchasing, selling or trading Allstate securities while in possession of non-public information. Suppliers should never directly or indirectly share non-public information acquired by conducting business with Allstate.

Protecting Confidential and Restricted Information – Suppliers are expected to take careful and vigorous measures to prevent any unauthorized use of Allstate data. We respect the privacy of all individuals. We are committed to complying with applicable laws concerning proprietary, confidential and restricted data

Accessing and Using Information and Communications Systems Responsibly –

Suppliers are expected to respect and protect Allstate communications equipment and systems, treating them with care and professionalism. Passwords and systems' access ID's should not be shared beyond the staff member it was specifically assigned to and should be terminated immediately following the end of the assignment.

Notifications of Breaches and Relevant Updates –

Transparent and open communications are the lynch pin of productive relationships. Suppliers are expected to provide Allstate contacts with information regarding breaches, and/or any material updates that could present a risk to our reputation and risk to our stakeholders.

Respecting the Intellectual Property of Others –

Allowing intellectual property to be stolen, misused or mishandled would clearly contradict our core values of honesty, caring and integrity. We hold ourselves and our suppliers accountable for ensuring the proper use of all intellectual property. expected to safeguard everyone's personal identifiable and personal health information (PII and PHI) and protect it from unauthorized or accidental access, use, disclosure or misuse. We respect the privacy of all individuals. We are committed to complying with applicable laws concerning confidential and personal information.

Protecting Personal Data – Suppliers are expected to safeguard everyone's personal identifiable and personal health information (PII and PHI) and protect it from unauthorized or accidental access, use, disclosure or misuse. We respect the privacy of all individuals. We are committed to complying with applicable laws concerning confidential and personal information

Asset Protection – Our assets are critical to our success. Suppliers engaged in business with Allstate agree to protect and preserve Allstate's assets, whether tangible or intangible.

Calling the Allstate i-Report Line 24/7 toll-free at 1.800.706.9855. You may provide your name or report your concern anonymously.

Human Rights – We respect and promote the fundamental human rights of our workforce. We expect our suppliers to uphold these same principles, including freedom of association, unlawful detention, forced or voluntary labor practices, and to provide safe and sanitary work environments, including rest and eating facilities. We do not permit, condone or otherwise accept any form of slavery and/or human trafficking either by employees, suppliers, agents or other entities with whom Allstate does business.

Child Labor – We do not engage in the use of child labor and expect our suppliers to employ only workers who meet minimum age requirements in any country or location in which they operate.

Diversity and Inclusion – We value and leverage diversity in a manner that enriches perspectives and creates a strong and inclusive organization. We believe in providing opportunities for many types of businesses, including those owned by minorities, women, people with disabilities, veterans and those who are lesbian, gay, bisexual or transgender. Suppliers are expected to hire, develop and retain a diverse workforce.

Brand Name Usage – Our branding reflects our position as a trusted and respected company. Use of the Allstate name, slogan, logos and other trademarks and service marks is prohibited without prior written consent. This extends to the use of the Allstate name on all forms of social media

Professionalism – We support an environment of professionalism. Suppliers are expected to conduct business in a professional manner and adhere to dress code expectations when visiting an Allstate facility. In addition, supplier employees should not be soliciting or prospecting Allstate employees without first engaging Sourcing and Procurement. This extends to onsite visits, email engagement and phone calls.

Compensation – We provide competitive pay to our employees. Suppliers must comply with all applicable laws, rules and regulations concerning compensation. A supplier employee should be paid at least Local, State, or Federal minimum wage; whichever is highest

Environmental Stewardship – We are committed to operating responsibly and minimizing our environmental footprint through climate action including the reduction of greenhouse gas emissions, increasing energy efficiency, reducing water consumption and the use of natural resources, and increasing waste diversion from landfills. We expect our suppliers to conduct their operations in a similar manner and to comply with all environmental laws and regulations in every region in which they operate.

- Suppliers are encouraged to provide environmentally preferable products and services, and to improve their business processes to meet industry best practices and standards with respect to environmental stewardship, minimizing the environmental impact of their operations.
- Allstate is committed to mitigating climate risk by making our supply chain more sustainable through emissions reduction. We expect suppliers to share our commitment by disclosing their environmental data via the annual CDP questionnaire if invited by Allstate to participate. At a minimum, suppliers' annual CDP disclosure must include externally verified scope 1, 2, and 3 greenhouse gas (GHG) emissions and an official, publicly disclosed emissions reduction target. We expect suppliers to advance our commitment by demonstrating annual progress towards achieving emissions reduction targets.
- Suppliers are encouraged to collaborate with Allstate on current and future Allstate climate action initiatives, as well as to collaborate with their own value chain to reduce negative impact on the environment.

Responding to Media – We expect all suppliers to adhere to the terms of contracts with Allstate when it comes to responding to the Media. We expect suppliers to forward all media requests for information to the [Allstate Media Relations Department](#). Suppliers should never speak for Allstate unless given specific authorization to do so.

Failure to comply with any of the points above will be evaluated and could result in the termination of our relationship with a supplier. Allstate employees that assist in the non-compliance activity may also be subject to the termination of their employment.

Calling the Allstate i-Report Line 24/7 toll-free at 1.800.706.9855. You may provide your name or report your concern anonymously.

Need to Report a Concern?

We are committed to a Speak Up culture. We expect suppliers to contribute to this by reporting any illegal, unethical conduct or regulatory compliance concerns. In addition, if you ever experience a compromising situation with an Allstate employee, please report it immediately. This may be done by:



Calling the Allstate i-Report Line 24 /7 toll-free at 1.800.706.9855. You may provide your name or report your concern anonymously.



Visiting the Allstate i-Report Website at Allstate.com/iReport.



Visiting the Allstate Global Code of Business Conduct for all reporting options at www.allstatecorporation.com/about/global-code-of-conduct/speak-up-process.aspx.