



HUMAN RIGHTS STATEMENT

Amalgamated Financial Corp. (the “*Company*”) is committed to the protection and preservation of human rights. References to the “Company,” “we,” “us,” “our,” or similar references in this Statement also include Amalgamated Bank (the “*Bank*”) and all other subsidiaries of the Company and the Bank. We strive to conduct our business in a manner consistent with the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization’s Fundamental Conventions. Our commitment to fair, ethical and responsible business practices, as we engage with our employees, clients, vendors and communities around the world, is embodied in our values and Code of Conduct. The Company is committed to treating every employee with respect and dignity and protecting their human rights. We abide by all labor laws and regulations and we do not tolerate corruption, discrimination, harassment, forced or child labor or slavery in any form. We are committed to a maximum number of hours of work for our hourly employees of 8 hours per day or 48 hours per week. We value an open dialogue with our employees so we may continue to improve their work environment as well as the service we provide customers and clients.

We have policies to prevent the illegal use of our products and services, including abuse that may result in human rights violations. These policies include a rigorous Customer Due Diligence process, as well as stringent anti-money laundering controls. All employees are required to complete annual training on many of these subjects, as well as acknowledge our Code of Conduct. We have endorsed a number of principles and initiatives that address social and environmental issues, including the United Nations Principles of Responsible Banking and Principles of Responsible Investing and the White House Equal Pay Pledge.

We strive to be a leader in both our actions and support for human rights.