

TIAA Human Rights Statement

TIAA recognizes its responsibility to help protect, preserve, and promote human rights as a global institution. While national governments bear the primary responsibility for ensuring human rights, we believe that the private sector can and should play a role in championing these fundamental rights.

TIAA is committed to protecting the human rights of our employees, clients, and vendors, and to fair, ethical, and responsible business practices and workplace policies as outlined within this statement. We believe adherence to fair labor practices, compliance with anti-harassment policies, and avoidance of forced labor and human trafficking are important in guiding our business practices and decisions.

TIAA policies and practices generally align with internationally recognized standards for human rights and labor practices. TIAA and its subsidiaries act in accordance with all applicable regulations and modern slavery protocols within the countries in which they operate. We are committed to conducting our business operations in a manner that seeks to protect and promote human rights and have received external recognition from [Ethisphere's World's Most Ethical Companies](#). Policies supporting our commitment to human rights are outlined below:

[TIAA Code of Conduct](#): Sets forth standards of behaviors that represent our core culture and values, providing an ethical framework for business-related decisions, actions, and interactions.

[U.S. Supplier Code of Conduct](#): Outlines how TIAA chooses to engage with our suppliers and emphasizes the values that we prioritize when it comes to collaborating with selected suppliers.

[Customer Protection](#): Articulates that TIAA has the interest of our customers in mind, while ensuring the proper protection of customer's assets and their data.

[Privacy Policy](#): Outlines our commitment to privacy regarding nonpublic personal information that we collect.

[Nuveen Natural Capital Global Sustainability Policy](#): Highlights Nuveen Natural Capital's aim to respect civil, labor, and human rights in the locations in which they invest, and states support for the International Labor Organization fundamental conventions.

[Responsible Investing Policy](#): Publicly expresses our commitment to responsible investing and specifies a concern for human rights in a manner consistent with our fiduciary duties.

We will periodically review this Statement on Human Rights. For more information regarding corporate responsibility at TIAA, please visit www.tiaa.org.