

ROOT, INC.

HUMAN RIGHTS POLICY

APPROVED BY THE BOARD OF DIRECTORS

FEBRUARY 17, 2022

Root, Inc., a Delaware Corporation (the “*Company*”), is committed to conducting business in an ethical, legal, and socially responsible manner.

Human Rights Policy Statement. The Company respects the human, cultural and legal rights of all individuals regardless of race, color, age, gender, sexual orientation, gender identity, ethnicity, disability, genetic information, religion, national origin, ancestry, veteran status, marital status, or any other characteristic protected by law in the applicable jurisdiction, and promotes the goals and principles of the United Nations Universal Declaration of Human Rights.

In particular, the Company has made the following commitments:

- **Child Labor.** The Company will not use or support the illegal use of child labor. The Company and its suppliers shall comply with all applicable child labor laws and use only workers who meet the minimum legal age of employment for their locality. If no minimum age of employment is defined, the minimum age of employment shall be 18 years of age.
- **Forced Labor.** The Company will not use, participate in, or benefit from any forms of forced, bonded, slave, compulsory or involuntary labor, including bonded labor, slave labor, or any form of human trafficking.
- **Anti-Discrimination.** The Company will not, and will require its suppliers to not, discriminate in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practice based on race, color, age, gender, sexual orientation, gender identity, ethnicity, disability, genetic information, religion, national origin, ancestry, veteran status, marital status, or any other characteristic protected by law in the applicable jurisdiction. The Company and its suppliers will treat workers with dignity and respect.
- **Diversity, equity, and inclusion.** We believe that a team with diverse backgrounds and perspectives delivers better insights and outcomes, enables innovation, and fosters a greater understanding of our customers. Our efforts to create a diverse and inclusive workplace are ongoing and focused on talent acquisition and development, education and training, feedback and collaboration, and strategic planning aimed at enabling consistent growth and long-term success. Root’s Chief Diversity and Belonging Officer ensures our commitment to these efforts.
- **Fair Competition.** The Company complies with all applicable fair competition and antitrust laws everywhere it operates. Our Suppliers must comply with these laws as well.
- **Health and Safety.** The Company and its suppliers shall provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations. At a minimum, all Company and supplier personnel shall have reasonable access to potable water, sanitary facilities, and adequate lighting and ventilation. Sound health and safety management practices that support accident prevention and minimize exposure to health risks shall be integrated into all aspects of the Company’s and suppliers’ businesses.
- **Fair Treatment.** The Company and its suppliers shall commit to a workplace free of harassment of any kind and shall prohibit harassment and unlawful discrimination in the workplace.

- **Compensation and Working Hours.** The Company and its suppliers shall pay all employees at least the minimum wage required by applicable laws and regulations, including those relating to wages, overtime, maximum hours, piece rates and other elements of compensation, and provide all legally mandated benefits.
- **Disciplinary Practices.** The Company and its suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of physical, sexual, psychological or verbal abuse or harassment on any personnel. The Company and its suppliers shall also not use deductions from wages as a disciplinary measure.
- **Freedom of Association.** The Company and its suppliers shall respect the rights of personnel to associate, organize and bargain collectively in a lawful manner, as permitted by and in accordance with applicable laws and regulations. Company and supplier personnel shall not be subject to discrimination, intimidation or harassment in the exercise of their right to join or to refrain from joining any organization.