

# Policy

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## **COMPANY**

Nationstar

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2

## **DOCUMENT NAME**

Human Rights Policy

## **INTRODUCTION**

This Policy outlines the fundamentals of how Mr. Cooper Group (the Company) supports human rights by being committed to responsible citizenship and developing a large diversity, equity, and inclusion Team Member program.

## **SCOPE**

The Company has adopted the Human Rights Policy which outlines Mr. Cooper Groups dedication to supporting human rights.

## **STATEMENT**

Mr. Cooper Group is deeply committed to responsible citizenship and supporting human rights as the Company works to keep the dream of homeownership alive. Mr. Cooper seeks to uphold and promote human rights as it conducts business. In doing so, the Company is guided by the internationally recognized Universal Declaration of Human Rights.

Mr. Cooper has implemented several policies consistent with those principles, such as the Code of Business Conduct and Ethics Policy and the Anti-Money Laundering Policy. The Company prohibits harassment and unlawful discrimination based on protected characteristics and requires all Team

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Members to treat others with respect and dignity. It is critically important that Team Members, Borrowers, and communities enjoy an environment free from discrimination and harassment.

Mr. Cooper Group's support of human rights involves a robust diversity, equity, and inclusion (DE&I) Team Member program that has performance objectives and training requirements for leaders within the Company. Additionally, Mr. Cooper Group offers competitive compensation that provides its full-time Team Members with a living wage that exceeds the legal minimum wage and the amount required to satisfy basic needs.

The Company will regularly assess and update its Human Rights Policy and related materials as needed.

This Policy is not intended to, and does not, create any obligations to, or rights, in any Team Member, Director, Borrower, Supplier, Competitor, Shareholder, or any other person or entity.