



Globe Life Inc.
Human Rights and Labor Policy

At Globe Life, our mission is to make tomorrow better by helping working-class families achieve financial protection from adverse circumstances. One of the ways we fulfill this mission is by striving to act in accordance with the highest levels of ethics and integrity in all that we do. We are also committed to adhering to applicable laws and regulations in each of the communities in which we operate.

We consider human rights to be fundamental inalienable rights and freedoms to which all people are entitled. Globe Life is committed to an ethical, inclusive work culture that respects and supports basic human rights and responsible labor practices. This commitment is informed and guided by internationally-recognized principles and standards of fair treatment and non-discrimination, including those generally reflected in the UN Guiding Principles on Business and Human Rights and the UN Universal Declaration of Human Rights.

Child Labor. Globe Life prohibits the use of child labor, under any circumstances, and supports and complies with child labor laws across its operations.

Forced Labor. The use of forced labor of any kind, including slave labor or human trafficking, is strictly forbidden. All work is voluntary and employees may terminate their working relationship with the Company at any time for any reason, subject to any applicable legal notice requirements.

Harassment and Discrimination. Globe Life is committed to a work environment in which all individuals are treated with respect and dignity. Each person has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. The Company will not tolerate inappropriate conduct, including harassment or discrimination of any kind based on race, sex, marital status, age, color, religion, creed, national origin, physical, sensory or mental disability, veteran status, sexual orientation, gender identity, gender expression, or other protected status or characteristic protected by law.

Compensation and Work Hours. We strive to compensate employees competitively relative to the local labor market and the industry within which we operate, and in accordance with applicable collective bargaining agreements. The Company complies with applicable laws related to wages, including working hours.

Freedom of Association and Collective Bargaining. We acknowledge and respect the rights of our employees to freedom of association and collective bargaining, as permitted by law.

Health and Safety. We recognize the critical importance of maintaining a healthy and secure work environment for the benefit of our employees, contractors and visitors. The Company is committed to establishing and maintaining safe working conditions at all of its facilities, and with respect to all of its operations, regardless of geographic location.

This Human Rights Policy applies enterprise-wide to the Board of Directors, officers and employees of Globe Life Inc. and each of its subsidiaries at all Company locations. In addition to the obligations in this policy, all suppliers/vendors that conduct business with the Company are

expected to adhere to the terms of Globe Life's Third-Party Code of Conduct, which includes standards and principles substantially similar to those set forth herein.

Board-level oversight of this policy is provided by the Governance and Nominating Committee of the Board of Directors of Globe Life Inc. and, where appropriate, matters shall be escalated to the full Board. This level of oversight serves to emphasize and impress upon our entire organization the enduring need to respect and support human rights.

Concerns regarding human rights violations may be reported by employees to a supervisor, the Legal Department, or the Human Resources Department. Additionally, Globe Life maintains a toll-free number (877-854-0033) monitored by an independent third-party reporting service that may be utilized by employees to report grievances related to actual or suspected violations of this policy. No retaliatory action will be taken against any employee for raising concerns hereunder in good faith. The Company will investigate any actual or suspected violations of this policy raised by its employees and will take remedial action, as appropriate.

This Policy was developed with input from key internal stakeholders across the organization. The Company reserves the right to amend this policy at any time, as circumstances and business needs change.