

Global Human Rights Statement

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Onity™ Group Inc. and its subsidiaries (“Onity” or the “Company”) are committed to conducting business in an ethical, respectful and sustainable manner, in compliance with applicable laws and regulations and Company policy. Onity’s Global Human Rights Statement and Onity’s Code of Business Conduct and Ethics help each of us in this endeavor by providing a statement of fundamental principle and key policies and procedures that govern the conduct of our business.

Respect for Human Rights

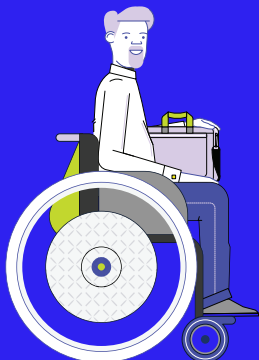
The Company is committed to a culture that treats all individuals with equal regard for dignity, respect and fairness. We foster a culture of accountability by complying with the law wherever we operate, and adopting the appropriate workplace policies, team member training, operational reviews and contract language, as well as maintaining a global, anonymous Conduct & Ethics Line (1-800-884-0953). We expect our stakeholders, both internal and external, to share the same commitment.

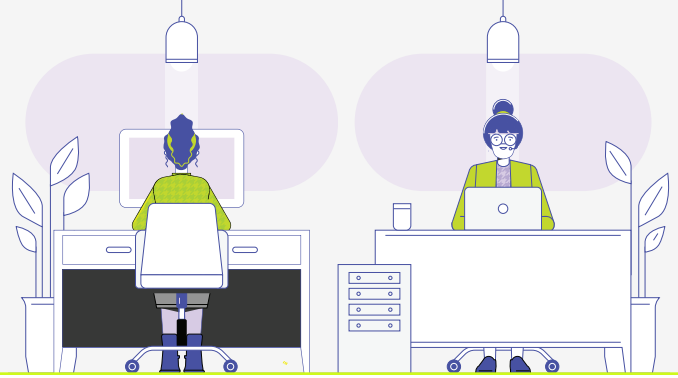
Diversity and Inclusion

The Company is committed to providing equal opportunity and non-discrimination in all areas of employment, including recruitment, hiring, assignments, transfers, promotions, demotions, compensation, working conditions and training. The Company does not and shall not tolerate any form of discrimination on the basis of race/ethnicity, color, national origin, ancestry, sex/gender, gender identity/expression, sexual orientation, marital/parental status, pregnancy/childbirth or related conditions, religion, creed, age, disability, genetic information, veteran status or other protected status. As part of our commitment to diversity and inclusion, the Company works to foster an inclusive environment for our employees. We strive to work with business partners that advance principles of diversity, inclusion and equality.

Fair Labor Practices

The Company obeys the laws and regulations that govern our business in the countries in which we operate, including those concerning hours, compensation, opportunity and working conditions. The Company does not accept or condone any aspect of forced or compulsory labor, including child labor, forced labor, modern slavery or human trafficking.





Onity Group Inc. Global Human Rights Statement continued

Forced Labor and Modern Slavery

The Company does not engage in or permit any form of slavery, forced or prison labor, involuntary servitude, debt bondage or trafficking in persons. The Company ensures that all work is voluntary, conducted only through freely agreed upon and documented employment terms, and paid in accordance with all applicable laws and regulations.

Safe and Healthy Work Environment

The Company works to protect the health and safety of our employees and our customers and aims to conduct all business activities in an environmentally and socially responsible manner. The Company encourages and strives to have every employee embody those behaviors and the attitudes necessary to prevent work-related injuries, illnesses, property damage and adverse impact to the environment.

Natural Resources

The Company is committed to respecting the environment by striving to minimize the environmental impact of our operations and operating our business in ways that will foster a sustainable use of the world's natural resources. The Company further acknowledges that access to safe and clean drinking water and sanitation is a fundamental human right that is essential for the full enjoyment of life.

Our employees, as well as workers throughout our supply chain, should have access to safe drinking water and sanitation.

Operationalization and Training

Many of these mechanisms the Company has already developed, and they have become integrated into the Company's operations. They appear in the Company values and the policies the Company has established on a variety of topics such as conduct, ethics, safety and integrity. These established values, procedures and policies will serve as the basis for accountability to these human rights commitments.

We believe pursuit of these objectives is a shared responsibility that requires commitment from all team members. The Company will undertake efforts to operationalize the commitments we have made in connection with this Statement through training, capacity building and other measures throughout our organization.

Additionally, it is the responsibility of all Company employees to report, in good faith, any violations or suspected violations of these commitments, any of the Company's internal policies or procedures, or any laws or regulations. The Company will strive to handle all inquiries discreetly and make all appropriate efforts to maintain the confidentiality to the extent permitted by law of anyone requesting guidance or reporting questionable behavior and/or possible violations. The Company prohibits retaliating against anyone for raising a legal or ethical concern or cooperating with an investigation.