



January 1, 2023

Victaulic Company Commitment to Human Rights

Our Commitment: Victaulic believes that we have a responsibility to respect human rights and that we can play a positive role in the communities where we operate. We conduct our business in a socially responsible manner, respecting the law and universal human rights. We are focused on treating our employees in a manner consistent with these values, constantly assessing how our operations may support the community, and engaging with suppliers on issues related to human rights.

Our Expectations: We expect our employees and suppliers to act in a socially and environmentally responsible manner. We require them to comply with applicable laws and regulations. We encourage corruption-free decision-making and sound management based on appropriate environmental, occupational health and safety, and human rights and labor policies.

Labor

Victaulic:

- Prohibits the use of forced, bonded, indentured or involuntary prison labor.
- Employs workers who are at least 16 years old.
- Sets work hours to comply with local law.
- Complies with applicable wage laws, regulations, and relevant collective bargaining agreements, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Maintains workplaces free of physical or mental harassment and abuse.
- Maintains workplaces free of unlawful discrimination and harassment in all of its forms, including those related to race, gender, gender identity, gender expression, sexual orientation, age, pregnancy, caste, disability, union membership, ethnicity, religious beliefs or any other factors protected by law.
- Respects employees' voluntary freedom of association, including their right to organize and bargain collectively in a manner that is legally compliant.
- Encourages open communication and direct contact between workers and management in situations where representation and collective bargaining are restricted by law.
- Respects the special needs of individual employees, including those who are pregnant or are returning to work after childbirth.
- Respects employees' rights to privacy of their personal information.

Health and Safety

Victaulic:

- Complies with all local occupational health and safety laws.
- Communicates all health and safety related information and applicable plans, programs and policies to employees globally, and in the most appropriate local language.
- Manages, tracks, and reports occupational injuries and illnesses, as well as all safety performance metrics.



- Minimizes worker exposure to potential safety hazards through proper design, engineering and administrative controls, preventive maintenance, personal protective equipment, and safe work procedures.
- Provides and properly maintains machine safeguards, interlocks, and barriers.
- Enforces a strict non-retaliation policy, whereby workers are encouraged to raise safety concerns.
- Maintains appropriate emergency plans and response procedures.
- Strives to continuously improve health and safety performance in all of its operations.

Our employees are held accountable for complying with such policies. We expect the same accountability from our suppliers, and outline these requirements in our contracts and Supplier Code of Conduct.

A handwritten signature in black ink, appearing to read "R. Bucher".

Rick Bucher
President and CEO