



January 1, 2023

Freedom of Association Policy

Victaulic recognizes and respects the basic right of all employees to associate freely, to join or form a trade union or workers council and bargain collectively in accordance with applicable laws of the countries in which they are employed. Where such laws do not exist, we apply best practice of Victaulic operating companies consistent with local circumstances. Therefore, representation structures vary globally. Where employees are represented by a recognized trade union, we are committed to establishing and maintaining a constructive dialogue with their chosen union and bargaining in good faith with the employees' freely chosen representative(s). In locations where we currently do not have a collective bargaining agreement, we strive to create a positive workplace with open lines of communication between the workforce and management.

The Company fully respects and supports workers' rights to participate or not participate in trade unions without fear of intimidation, pressure, or reprisal. Victaulic requires our suppliers to uphold the same respect for their employees' rights to freely associate, as stipulated in our Supplier Code of Conduct. We support the International Labour Organization's (ILO) Declaration on Fundamental Rights and Principles at Work, including the ILO declaration on the freedom of association and the right to collective bargaining.

Having a direct line of dialogue with our employees and their union representatives helps our workforce feel motivated by having a vested interest in setting the terms of its future. It also ensures all parties are fully engaged in our business objectives. More broadly, we see it as an important component of building a culture of trust and mutual respect within our business.

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

Rick Bucher
President and CEO