

## Global Human Rights Policy

HYDRAULIC TECHNOLOGIES believes in ethically and socially responsible business practices and we document this in our Code of Business Conduct, Purpose + Values Statement, and this Global Human Rights Policy (the "Policy"). The Policy is consistent with the human rights principles advanced by international organizations such as the United Nations and are reflected in the actions of HYDRAULIC TECHNOLOGIES employees worldwide. While local laws or regulations may necessitate a different interpretation or application, this Policy captures our global core standards.

### Non-Discrimination and Non-Harassment

HYDRAULIC TECHNOLOGIES will not discriminate based on race, gender (including gender identity and gender expression), color, national origin, citizenship, creed, religion, ethnicity, familial status, sex (including pregnancy, childbirth, breastfeeding and related medical matters), age, disability (mental and physical, including HIV and AIDS), military or veteran status, sexual orientation, genetic information, marital status, or similar legally protected status. We are committed to non-discrimination regarding employment matters including, hiring, promotion, training, compensation and benefits, or other terms and conditions of employment. Success at HYDRAULIC TECHNOLOGIES is being a worldwide leader in sustainable solutions which ensure the controlled and measured movements of life's essential elements. Our culture and values are key to that success. We embrace and value the diverse backgrounds of all our employees and seek to create an atmosphere of mutual trust, honesty and respect. We do not accept and will not condone bias, discrimination or harassment in our workplace.

### Freedom of Association, Compensation and Voluntary Labor

HYDRAULIC TECHNOLOGIES complies with all regulations related to freedom of association, consultation, and collective bargaining. We provide employees with compensation and benefits that are fair and equitable for the type of work performed and where it is performed. Employees receive at least the minimum wage required and are provided benefits and overtime compensation compliant with applicable laws. HYDRAULIC TECHNOLOGIES is committed to voluntary employment and we prohibit all forms of compulsory labor including prison labor, indentured and slave labor, human trafficking and the unlawful employment and exploitation of children in the workplace.

### Protecting Employee Privacy

HYDRAULIC TECHNOLOGIES is committed to protecting the privacy of employee data maintained by the Company. We are compliant with data protection regulations in the jurisdictions where we conduct business and we only use employee data for the purpose of supporting Company operations and providing employee benefits. HYDRAULIC TECHNOLOGIES has safeguards in place to ensure personal data is protected from unauthorized access and disclosure.



## **Promoting Safety, Health and the Environment**

HYDRAULIC TECHNOLOGIES is committed to providing our employees and visitors with a safe and healthy work environment. We address risk to reduce or prevent injuries, promote wellness initiatives, and guard against verbal or physical harassment or intimidation. We strive for continuous improvement in our products and processes to minimize waste, enhance efficiency for customers and protect the environment.

## **Expectations for Our Business Partners**

HYDRAULIC TECHNOLOGIES is committed to the highest standards of ethical conduct. Our relationships with our business partners, including our suppliers, vendors, consultants, and contract labor, are defined by contracts that require adherence to ethical principles. We request that our business partners adopt and enforce standards similar to those in this Policy.

## **Doing Business Globally**

As a global company, HYDRAULIC TECHNOLOGIES's business transactions cross many borders. HYDRAULIC TECHNOLOGIES is committed to engaging in reasonable due diligence and screening of customers and distributors to ensure compliance with laws that regulate international trade.

## **Enforcement of the Policy**

HYDRAULIC TECHNOLOGIES will inform employees about this Policy and encourage employees and business partners who believe this Policy has been violated to report the suspected violations through the Company's EthicsPoint Compliance Hotline ([www.EthicsPoint.com](http://www.EthicsPoint.com) or by telephone at 1-855-409-0071). No retaliatory action will be tolerated against anyone who raises concerns in good faith about possible violations of this Policy.