



Human Rights Policy

We believe that business can only flourish in societies where human rights are protected and respected. We recognize that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

This is an area of growing importance to our employees, workers, affiliate-partners, customers, consumers, the communities where we operate and civil society groups. There is therefore both a business and a moral case for ensuring that human rights are upheld across our operations and embedded into our policies and systems.

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the [International Bill of Human Rights](#) (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#). We follow the [OECD Guidelines for Multinational Enterprises](#) and are committed to respecting all internationally recognized human rights as relevant to our operations.

Fair Labor Policy

We are proud of our record of fair labor practices and respectful human rights of every person. We adhere to all local, state and federal employment laws, including prohibiting the use of forced, compulsory or trafficked labor. We compensate employees in compliance with all applicable domestic wage laws that are at least equal to the normal local salary for comparable work in the relevant industry and satisfy all applicable employment laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

We accept the right of workers to associate freely, form and join workers organizations of their own choosing, seek representation and bargain collectively, as permitted by and in accordance with applicable laws and regulations.

Safety and Environmental Policies

We provide a safe environment for employees, visitors and third parties by managing risk and employing safe systems, meeting all applicable laws and standards.

We identify, assess and reduce environmental risks, impacts and dependencies in compliance with all relevant local and national laws and regulations in relation to environmental performance, management and reporting.

We strive to minimize the environmental impact of our everyday operations by identifying and implementing actionable policies.