



This ESCO Technologies' Human Rights Policy elaborates on the requirements within our Code of Business Conduct to treat everyone at ESCO Technologies and its subsidiaries (ESCO) – and everyone with whom we come into contact – with fairness, respect and dignity.

This Policy applies to every ESCO employee and officer, and affiliates and contains the following five commitments:

- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We respect internationally recognized human rights, as set out in the United Nations' International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the United Nations' Guiding Principles on Business and Human Rights.
- We treat everyone who works for ESCO fairly and without discrimination. Our employees are entitled to work in an environment and under conditions that respect their rights and dignity.
- We respect freedom of association. Where our employees wish to be represented by works councils, we will cooperate in good faith with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks.



## **The ESCO Technologies Human Rights Policy**

### **Respect for Human Rights**

ESCO Technologies respects human rights and believes in the dignity of every individual. We strive to respect and promote human rights in our relationships with our employees. Our aim is to help increase the enjoyment of human rights within the communities in which we operate. This Policy applies to ESCO Technologies and its subsidiaries (together, ESCO).

### **Community**

We recognize that we are part of the communities in which we operate. We believe that local issues are most appropriately addressed at the local level. We respect the human rights of our neighbors in those areas where we have facilities.

### **Diversity and Inclusion**

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status legally protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

We implement our commitments through our Code of Business Conduct & Ethics which includes provisions on salient human rights issues such as non-discrimination and harassment. All employees are required to complete annual training on the Code of Business Conduct & Ethics and this Human Rights Policy to ensure their understanding of our commitments.

### **Freedom of Association and Collective Bargaining**

We respect our employees' right to join, form or not to join a works council without fear of reprisal, intimidation or harassment.



## **Safe and Healthy Workplace**

The safety and health of our employees is of key importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal policies. In consultation with our employees, we take all reasonable and necessary actions to prevent accidents and injuries, analyzing and minimizing health and safety risk exposure, and address and remediate identified risks of accidents, injury and health impacts.

## **Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

## **Privacy**

We respect individual privacy expectations, and we will properly protect the use of any personal information that we may need to collect and use for employee administrative purposes.

## **Forced Labor and Human Trafficking**

Employment must be voluntary and freely chosen. We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Because of the subject's importance, we have adopted a separate Anti-Human Trafficking Policy, which is posted on our website. Our Anti-Human Trafficking Policy is incorporated into this Human Rights Policy by reference.

## **Child Labor**

We will not use child labor. As used in this Policy, the term child labor refers to a person younger than 15 or, if higher, the local legal minimum age for employment or the age of completing compulsory education. ESCO prohibits assigning young workers (i.e., under 18 years of age, or as defined by local law) to hazardous work based on age limits and types of work (e.g. night shifts) defined by local law in the countries in which we operate.

## **Work Hours, Wages and Benefits**

We compensate employees competitively relative to the industry and local labor market. We are committed to ensuring full compliance with applicable laws regarding wages, work hours, overtime, meal and rest periods and legally required benefits. We also offer our employees the opportunity to improve their skills and capabilities through on the job training and other training classes as appropriate. We believe in the right of access to health care for all people and provide access to care through employer-sponsored plans or government programs as appropriate.



## **Guidance and Reporting for Employees**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to comply with applicable labor and employment laws wherever we operate. We also ensure that our employees are aware of this Policy through training.

Any employee who believes there is a conflict between the language of this Policy and the laws, customs and practices of the place where he or she works, or who has questions about this Policy, or who would like to confidentially report a potential violation of this Policy, should raise those questions and concerns with local management, Human Resources, or any contacts described in the Company's Code of Business Conduct & Ethics. Employees within the U.S. can also report suspected violations of this Policy by calling the toll-free number 1-800-272-0872.

No reprisals or retaliatory action will be taken against any employee for raising questions or concerns under this Policy. The Company will investigate, address and respond to the questions and concerns of employees and will take appropriate corrective action in response to any violation. The Company shall record and report internally all legitimate adverse human right impacts in line with this policy.

This Human Rights Policy is aligned with the Company's Code of Business Conduct & Ethics. These policies, including translations and related information, can be found on the Company's internet site: <http://www.escotechnologies.com>.

## **Adoption and Administration**

This Policy has been reviewed and approved by the Board's Human Resources & Compensation Committee (HRCC). The HRCC is responsible for ensuring that processes are in place to provide oversight of the implementation and execution of this Policy. The Vice President of Human Resources/Corporate Ethics Officer is the senior company official who advises the HRCC on human rights matters and reports to the HRCC on human rights-related issues. Non-compliance with this Policy is subject to investigation and remediation in accordance with ESCO's internal corporate policies.

## **Public Reporting**

We report to the public on our human rights-related policy implementation, commitments, efforts and statements, consistent with this Human Rights Policy, as part of our annual Sustainability Report.