

Title Human Rights Policy

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1. Purpose

1.1 To outline the guidelines which TI Fluid Systems (the Company) will follow in regard to Human Rights.

2. Scope:

2.1 This policy applies to employees or proposed employees of the Company's global operations.

2.2 Gender note: unless the context otherwise requires, a reference to one gender shall include a reference to the other genders.

3. Policy:

3.1 TI Fluid Systems is committed to conducting business in an ethical and professional manner at all times. The foundation for our Human Rights Policy is respect for the fundamental and essential human rights of our employees, customers, suppliers and other stakeholders. Our Human Rights Policy aligns with internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work. This Human Rights Policy is intended to serve as a supplement to our Code of Business Conduct.

3.2 Our management team works to eliminate or reduce the risk of human rights violations in all areas of our business across all global locations. We recognize the diverse racial, social and economic conditions where we operate and seek to uniformly apply our Human Rights Policy and Code of Business Conduct at all of our global locations.

3.3 Consistent with our commitment to fundamental human rights, we seek to maintain the highest standards and values across all global locations while, of course, fully complying with any specific human rights regulations applicable in the jurisdictions where we operate. The standards which inform our support of fundamental human rights include:

- the United Nations International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights;
- OECD Human Rights Guidelines for Multinational Enterprises
- the United Nations Convention on the Rights of the Child;
- the ILO Declaration on Fundamental Principles and Rights at Work and the relevant applicable conventions;
- the European Convention on Human Rights; and
- the United Nations Convention against Corruption.

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3.4 Furthermore, when engaging our customers, suppliers and employees, we reinforce our commitment to these fundamental human rights and expect our business partners to follow our practices as a condition of working with TI Fluid Systems.

4. Objective

4.1 The key components and principles that make up our Human Rights Policy are as follows:

- **NO DISCRIMINATION:** TI Fluid Systems is opposed to any form of direct or indirect discrimination on the basis of gender, marital status, sexual orientation, religious or political beliefs, union membership, race, ethnicity, nationality, age, social background and status, and physical and mental disability, and is committed to the prevention of discrimination in all areas of working life.
TI Fluid Systems is committed to the protection of women's rights and the protection of minority group rights.
TI Fluid Systems is committed to ensuring an inclusive and diverse working environment, including respecting the rights of indigenous and tribal peoples social, cultural, environmental and economic interests.
- **HARASSMENT:** TI Fluid Systems is committed to creating a workplace environment that does not tolerate harassment (sexual or otherwise).
- **FREEDOM OF ASSOCIATION:** TI Fluid Systems appreciates and seeks clear and efficient communication that comes from engaging its workforce directly while also recognizing that employees may freely choose to organize under a trade union for purposes of collective bargaining, in which case we will seek to engage in constructive dialogue with employee representatives.
- **COMPENSATION:** TI Fluid Systems promotes the economic well-being of its employees, committing to a living wage by providing compensation and benefits that are competitive, fair and comply with applicable laws.
- **FORCED LABOUR:** TI Fluid Systems strictly prohibits the use, in any form, of forced labor, including indentured labor, bonded labor, prison labor or any similar form of non-voluntary working arrangement. By extension, we also prohibit any arrangement that includes, or supports in any manner, human trafficking, forced relocation or other similar practices.
- **ABUSE AND PUNISHMENT:** TI Fluid Systems strictly forbids physical or mental abuse in any form, including the use of physical punishment or threats of violence. Where TI Fluid Systems employs or engages with private or public security forces, it will implement measures to ensure human rights are respected.
- **HEALTH AND SAFETY:** TI Fluid Systems is committed to providing a working environment free from harm in accordance with the highest standards and best practices, even where local regulations may not yet reflect such practices and standards. Workplace safety incidents are reviewed by senior management in order to develop and communicate corrective actions and processes as necessary. Furthermore, TI Fluid Systems is committed to supporting the mental health of all employees in all global locations through its Employee Assistant Program that is available to provide support and counselling to employees on a private and confidential basis.
- **ENVIRONMENTAL STANDARDS:** TI Fluid Systems is committed to protecting ecosystems, especially key biodiversity areas, impacted by their operations, and avoiding illegal deforestation in accordance

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with international biodiversity regulations. TI Fluid Systems respects the land, forest and water rights of local communities and ensures they do not contribute to land conflicts leading to forced eviction.

- **COMMUNITY SUPPORT:** With over 100 locations across 28 countries, TI Fluid Systems encourages its local management teams to seek out and support local community activities and charities on both a financial and volunteer basis. We believe that engaging with local charities and communities is gratifying in and of itself and serves to inform our leadership team to the unique challenges and needs in those communities where we operate.
- **ANTI-CORRUPTION:** TI Fluid Systems rejects all forms of corruption, even where such activities may be accepted in practice, culturally tolerated or not subject to enforcement under local laws. Integrity and anti-corruption are a fundamental principle in our Code of Business Conduct. Any allegations of corruption are investigated with appropriate remedial action taken.
- **PRIVACY AND DATA COLLECTION:** TI Fluid Systems is committed to collecting, securing and using personal and sensitive data in accordance with all local and regional regulations, including the General Data Protection Regulation. We understand the importance of correctly using information and respect the right to privacy of all our employees and other stakeholders. We ensure that adequate safeguards are in place with respect to our personal data processing operations.

4. Summary

As part of our commitment to human rights, TI Fluid Systems undertakes to:

- 4.1 Receive and respond to any claims relating to violation of our Human Rights Policy and Code of Business Conduct violations, including claims made through our confidential, anonymous “Speak Up” platform or raised through the general managerial communication chain.
- 4.2 Incorporate the principles of our Human Rights Policy in our annual Code of Business Conduct training and acknowledgement.
- 4.3 Issue this Human Rights Policy to all suppliers through the quotation and award process as an addendum to our Code of Business Conduct.
- 4.4 Seek to continuously improve our Human Rights Policy and Code of Business Conduct and are open to cooperating with governmental, non-governmental and sectorial and academic bodies to further develop, clarify and expand our and our employees understanding and support of human rights.

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Revision Letter	Revision Date	Description of Change	Approval
A	November 2021	Policy created	S Brambach
B	October 3, 2022	Entered Gender note	I Mongelos
C	November 3, 2022	Updated Gender note	I Mongelos
D	May 22, 2023	Added one more standard in point 3.3. Updated No Discrimination, Compensation, Abuse and Punishment under point 4.1. Added Environmental Standards also under point 4.1.	I Mongelos