



INFINITE POSSIBILITIES. ONE FAMILY.

Global Human Rights Policy

Purpose: The purpose of this policy is to establish Rich's commitment to the basic human rights and dignity of all those we engage, all those who work in our supply chain, and all those who live in the communities in which we do business

Scope: This policy applies to Rich Products Corporation, its subsidiaries and affiliates and those we do business with, including suppliers, vendors, contractors and customers

Definitions:

Business Partners – Rich's suppliers, contractors and agents

Supply Chain – a network of individuals, organizations, resources, activities and technology involved in the creation and sale of a product, from the delivery of source materials from the supplier to the manufacturer, and eventually to the end user

Human Rights – fundamental rights as set out in the UN Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social, and Cultural Rights, and the ILO Core Conventions

Policy Statement: Rich Products Corporation is dedicated to respecting the rights of our associates and to providing a safe and inclusive work environment. We are committed to conducting our global operations ethically and with respect for the dignity of all people in our supply chain. All of our business partners are expected to uphold this commitment to respect human rights and to adhere to our [Supplier Code of Conduct](#). Rich's Global Procurement monitors the compliance of our business partners as part of our due diligence process of identification, mitigation, and remediation. In addition, we are committed to hearing and addressing all complaints related to our global operations. We developed the [Global Ethics Hotline](#), a confidential reporting system that is available to all associates, to facilitate the receipt and handling of complaints regarding suspected violations of company policy or applicable laws. Complaints can be filed anonymously and we have a strict [anti-retaliation policy](#) in place

Responsibilities: Rich's will:

- Promote a workplace free from [discrimination and harassment](#)
- Aim to promote diversity and inclusion across our business

- Prohibit all forms of slavery, human trafficking, forced labor and [child labor](#), as defined by applicable law
- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws and regulations
- Provide safe and humane working conditions
- Follow applicable legal requirements for minimum working ages in the countries where we employ associates
- Recognize associates' rights to [freedom of association and collective bargaining](#)
- Provide associates, workers in our supply chain, community members and other stakeholders with access to effective grievance mechanisms
- Conduct ethics training(s) with associates worldwide

Review and Monitoring: This policy is implemented by Human Resources, Procurement, and site leadership. The Chief Human Resources Officer and the Vice President of Compliance have responsibility for overseeing company-wide compliance with this policy. In the event that violations of this policy are discovered anywhere in Rich's supply chain, Rich's will take immediate step to remedy

