

## **EMERSON GLOBAL HUMAN RIGHTS POLICY**

This Global Human Rights Policy (the “Policy”) is designed to establish global standards related to human rights and labor for all employees, suppliers, third parties, and other business partners (the “Business Partners”), and to ensure compliance with those expectations. This Policy is informed by, among other things, the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Emerson requires our Business Partners to use their best efforts to extend the principles embodied in this Policy and the Supplier Code of Conduct to their suppliers and agents that are engaged in the production, supply and support of products or services for Emerson. Operating our worldwide business in accordance with these standards is imperative to ensuring that Emerson represents the highest ideals of ethics and integrity—for each other and the customers, industries and communities we serve.

This Policy goes beyond mere compliance with law. In any case where applicable law sets a higher standard, the higher standard applies. These general rules and standards are supplemented with local rules and policies for each business unit of Emerson. Where local labor and employment laws conflict with these standards, the local work rules, employment agreements, and laws will govern. In those situations, this Policy plays only an advisory role. Additionally, we expect our employees and Business Partners to conduct themselves in accordance with all other Emerson policies, including the Supplier Code of Conduct, available [here](#), and our Employee Code of Conduct, available [here](#).

Emerson reserves the right to assess its Business Partners’ compliance with this Policy. As applicable, Business Partners must maintain a management system that demonstrates adoption of the principles embodied in this Policy and that tracks and documents compliance with applicable laws, government policies and regulations. Upon request, Business Partners will provide Emerson with information necessary to assess compliance with this Policy. If a Business Partner refuses or is unable to correct the non-compliance to our satisfaction, Emerson may terminate the relationship. Emerson reserves the right to amend this Policy and any of its requirements.

### **Oversight, Implementation and Stakeholder Feedback**

Our Board of Directors maintains general oversight for the matters contemplated by this Policy and Emerson management is responsible for the ongoing administration of this Policy. To ensure that we are listening to, learning from and taking into account all the various stakeholder views as we operate our business and administer this Policy, we are committed to continued engagement with all of our stakeholders, including the global communities we operate within.

### **Employee Training**

When applicable, our employees will receive training on requirements and principles within this Policy as part of their training on the Employee Code of Conduct. Additionally, our Business Partners are expected to provide training, aligned with the requirements and principles of this Policy, to their employees as appropriate.

### **Human Rights Principles**

At Emerson, we are dedicated to being a responsible global corporate citizen. We are committed to respecting human rights and ensuring that our employees, Business Partners’ employees and individuals in the communities affected by our business operations are treated with dignity and respect. As part of our commitment to human rights, we expect Emerson employees and Business Partners to adhere to these principles:

## Equal Opportunity, Non-Discrimination and Non-Harassment

We are committed to fostering a culture where every employee is valued and respected for their experiences and perspectives – and that reflects the world around us. We believe diverse viewpoints, cultures, races and genders, within an inclusive work environment, contributes to the rich exchange of ideas that inspires innovation and brings the best solutions to our customers.

Further, Emerson strictly prohibits and requires Business Partners to prohibit discrimination against or harassment of any employee or applicant on the basis of race, color, religion, sex, gender identity, sexual orientation, age, disability, national origin, or any other factor deemed unlawful. We expect Emerson employees and Business Partners to treat each employee with dignity and respect.

## Health and Safety

Protecting employee safety and health is a core value at Emerson and it is against our policies for any person to work in unsafe conditions or in an unsafe manner. At Emerson, we are committed to providing a safe and healthy working environment that complies with applicable safety and health laws, regulations and internal requirements, and expect our Business Partners to do the same in order to protect employees from short, immediate and long-term harm.

We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues. Our internal safety efforts are guided by our Corporate Safety Council, composed of our top human resources, operations and safety leads for our company. The council meets quarterly to ensure strategy alignment and track progress on priorities, including safety education, prevention, trends and compliance. All locations have a dedicated safety leader, with each of our locations of 50 or more employees having a health and safety committee operating at the local level, which includes representation from front-line employees, to work proactively in addressing health and safety concerns. We conduct safety training for all operational employees and management.

Emerson further acknowledges that the right to safe drinking water is a fundamental human right. Our employees, as well as workers at our Business Partners, should have access to safe drinking water.

## Forced Labor and Human Trafficking

Emerson will not tolerate, and we forbid our Business Partners to use any form of forced, bonded or indentured labor, debt or involuntary servitude, any other form of modern slavery, or involuntary prison work in their operations or within their supply chain. Further, compensation practices should comply with applicable wage laws, including those relating to minimum wages, overtime compensation and legally mandated benefits.

Employees of both Emerson and its Business Partners must have the right to freely terminate employment in accordance with applicable laws and regulations without fear of physical, psychological, sexual or verbal abuse. Employees of both Emerson and its Business Partners may not be required to lodge deposits of identity papers, including passports or work permits.

Recruitment fees may not be charged to workers or potential workers.

## Child Labor

Emerson will not tolerate the use of child labor and we forbid our suppliers to use child labor in their operations or within their supply chain. We require that all employees of Emerson and its Business Partners be of the appropriate age as defined by applicable local and national laws.

### Employment Standards, Working Conditions and Compensation

Emerson operates within reasonable working hours and maintains a positive and productive work environment consistent with commonly accepted practices in each locale, and we require the same of our Business Partners. Emerson will not tolerate any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse. Emerson requires our Business Partners to have a healthy and safe working environment in accordance with all applicable laws and regulations and to protect employees from short, immediate and long-term harm.

Where housing is provided, Emerson requires a healthy and safe living environment for employees in accordance with all applicable laws and regulations. Additionally, we comply with all applicable wage and hour laws and regulations and provide legally mandated benefits, and we expect Business Partners to do the same.

### Freedom of Association

Emerson and its Business Partners must respect the rights of workers to associate freely and seek representation in accordance with local laws.

### **Reporting Concerns or Raising Questions**

Emerson employees may report any violations of this Policy or other concerns to:

- Contact your local supervisor/manager or business unit's Ethics Officer
- Or go to the Emerson Ethics Reporting website and file a report:  
<http://www.emersoncompliance.com>
- Or call the Ethics Hotline:
  - From USA/Canada locations 800-893-2525 (free call)
  - From European Union country locations 001-770-776-5640
  - From China locations 400-12-00955 (free call)
  - From all other countries 770-582-5243

We encourage employees of Business Partners to work through their own company to resolve internal ethics issues. However, Business Partners should promptly report violations of the principles within this Policy by either going to the Emerson Ethics Reporting website [here](#), or calling the applicable Ethics Hotline as referenced above. Reports to the Ethics Hotline are anonymous if requested, but it is important to provide as many facts, details, witnesses, and documents as you can. We tolerate no form of reprisal against employees who report concerns.