

POLICY TITLE:	Global Human Rights		
POLICY #:		REVISION:	A
APPLICABLE TO:	All Team Members		

PURPOSE: To provide overview and reinforce our expectations for our team members and suppliers of our existing commitment to a high standard of business and ethical behavior as noted in our Code of Conduct and Suppliers Code of Conduct Policies, practices and procedures.

Our commitment to Human Rights is consistent with our dedication to enrich the workplace, partner with our supply chain partners, preserve environment, and support communities where we operate.

POLICY: Raven is committed to conduct its business in a manner that respects the rights and dignity of all people, complying with applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognized Human Rights and we do so with following governing guidelines:

- **Standard of Ethics and Conduct:** Raven team members and suppliers shall conduct business in accordance with the Raven Code of Conduct and Suppliers Code of Conducts respectively.
- **Diversity and Inclusion** – Raven prohibits any type of 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 protected by applicable law. The basis of recruitment and advancement in the company is driven by the performance, skill, experience, and excellence in core competencies.
- **Child Labor** – Raven team members must meet the minimum age requirement set by local law. We prohibit the employment of forced labor. Raven condemns all forms of child exploitation, slave labor, or human trafficking.
- **Safe and Healthy Working Conditions** – Raven provides a safe and healthy workplace and complies with applicable regulations and laws regarding health and safety. We are committed to continually improving health and safety in our workplaces.
- **Working Hours, Wages, and Benefits** – Raven provides team members with compensation and benefits that are fair and equitable relative to the industry and local labor market. Raven is committed to ensure full compliance with applicable wages, work hours, overtime and benefits law applicable to respective workplace.
- **Freedom of Association and Collective Bargaining**- We respect our team members’ right to join, form, or not to join a labor union without fear of reprisal, intimidation or harassment.
- **Forced Labor and Human Trafficking** – Raven prohibits the use of all form of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

PROCEDURE: Raven encourages all employees to report violations of the Human Rights Policy through one of several channels available to them without fear of retaliation. Team Members can contact:

- Their direct manager or next-level manager
- Human Resources
- The Alertline (available by phone or web)

European Union: Due to EU legislation, the Alertline is only used to report violations related to financial, reporting, and auditing matters. Team Members will need to report violation to the local management, Human Resources, or the Legal Department (or Local Ombudspersons)

REVISION HISTORY

Revision	Date	Change Details
A	1/1/2019	▪ Initial release