

# **Altra Industrial Motion Corp.**

## ***Statement on Human Rights***

### **Overview:**

At Altra Industrial Motion, we are guided by our Core Values, which set forth shared principles and beliefs that direct and motivate the Altra Business System. We use these Core Values to frame and understand our obligations to our business partners, employees, shareholders and communities around the world. Two of these Core Values are particularly relevant for the support and promotion of this Statement on Human Rights:

1. *We win as aligned, capable, and engaged teams.*

We are committed to providing a secure workplace that develops and leverages the capabilities of our people and encourages their diversity of thought.

2. *We deliver exceptional value to our stakeholders, communities, and society.*

We gain our stakeholders' trust by consistently delivering above-market returns while operating with the highest standards of integrity and engaging proactively to make our local communities better.

As a leading power transmission and motion control company, we are committed to respecting human rights in our own operations and to complying with the applicable laws and regulations of the countries in which we do business. As part of this, we expect our suppliers and other business partners to act in accordance with the applicable laws and regulations of the countries in which they do business.

### **Clearly Defined Human Rights Standards:**

In addition to this Statement on Human Rights and the Core Values stated above, Altra's Code of Business Conduct and Ethics, Environmental, Health & Safety Policy, Third Party Code of Conduct and Slavery and Human Trafficking Disclosure outline our human rights standards. These standards require all employees around the world to act with fair and lawful conduct toward other employees, colleagues, business partners and local communities. We are committed to upholding and supporting human rights, as well as encouraging and facilitating transparent reporting regarding human rights concerns. In particular, we:

- have policies, processes and monitoring systems in place to protect human rights in our own operations;
- encourage our businesses to support human rights in their local communities; and
- expect our business partners to share our commitment to respecting human rights, to conduct their businesses in an ethical manner and to act with integrity.

Our commitment to promoting human rights and to complying with applicable laws and regulations regarding human rights applies to all Altra locations and business operations worldwide. As a global organization, we regard this as representing a social and ethical commitment, as well as a key requirement for sustainably developing our business.

## **Right to Water:**

Altra is committed to respecting water as a basic human right. Our understanding of what it means to respect the human right to water in practice continues to evolve, as we aim to improve our water use without compromising the ability of others to enjoy this basic right. In so doing, we will strive to respect all people's right to safe, sufficient, acceptable, physically accessible and affordable water in the communities where we operate.

## **Fair Labor Practices:**

We respect the rights of all of our employees around the world. We recognize that the diversity, health and safety of our employees is critical to our success as a global company. We are committed to ensuring compliance with fair labor practices and applicable laws and regulations across all jurisdictions in which we operate, and we strive to meet or exceed the minimum legal standards wherever possible.

### Diversity and Inclusion

We are committed to equal opportunity, and the promotion of diversity and inclusion, in the workplace. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Altra and its subsidiaries is always qualification, performance, skills and experience. Altra is committed to maintaining practices and policies for the protection of women's and minority groups' rights. Any form 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 legally protected status is strictly prohibited. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind.

### Hours, Wages and Benefits

We work to ensure full compliance with all applicable wage, work hours, overtime and benefits laws. We compensate our employees competitively relative to the industry and local labor market and in accordance with terms of applicable collective bargaining agreements. We respect the right to rest and leisure, including time off with pay, and the right to family life, including parental leave and comparable provisions as applicable.

### Freedom of Association and Collective Bargaining

We are committed to an open and constructive dialogue with our employees and their representatives. Our employees are free to join legally recognized organizations of their choice that represent them, without fear of reprisal, intimidation or harassment. These organizations may engage in collective bargaining according to applicable laws and regulations. At all of our facilities operating under such agreements, participating employees have the right to elect their own representatives. And we are committed to bargaining in good faith with our employees' duly elected representatives.

### Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace, and to comply with all applicable safety and health laws and regulations. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts. We support these efforts through various procedures for safety compliance and for handling emergencies such as fires, spills and natural disasters. We also retain experts on occupational health and safety to support line management in preventing injuries and accidents by implementing appropriate measures. In connection with these efforts, we have adopted an Environmental, Health & Safety Policy.

### Child Labor

We follow a zero-tolerance policy towards child labor in our business operations worldwide. “Child” means any person who is either (a) younger than 16 years old or (b) younger than the minimum age required for employment under applicable laws and regulations.

### Forced Labor and Human Trafficking

Throughout our global operations, our employment practices prohibit the use of all forms of forced labor, including prison, indentured, bonded, and military labor, modern forms of slavery and any form of human trafficking. Relevant Altra policies that address forced labor and human trafficking include Altra’s Slavery and Human Trafficking Disclosure, Code of Business Conduct and Ethics and Third Party Code of Conduct.

## **Applicability to Third Parties**

We expect our business partners to share our commitment to respect human rights and to operate in a responsible and ethical manner towards their employees and their own business partners. Our Third Party Code of Conduct sets forth our expectations and commitments concerning business practices outside of our own organization, and we expect our suppliers, contractors, vendors, agents, consultants and other third parties to follow and share these same commitments. Our Third Party Code of Conduct is made available to our business partners with the goal of strengthening our mutual understanding of how sustainability and human rights should be practiced in day-to-day business operations.

### Suppliers

We are committed to ensuring that the products delivered to us are responsibly manufactured by suppliers, and our efforts in this area are typically implemented at the business unit level. With respect to third parties, we leverage our Third Party Code of Conduct to impose compliance obligations on our suppliers in areas such as labor, employment, safety, the environment and business ethics. As further detailed in our Third Party Code of Conduct, we expect our suppliers to implement policies, procedures and practices as are necessary to comply with the provisions in our Third Party Code of Conduct and to maintain documentation necessary to demonstrate such compliance.

### Customers

As a leader in power transmission and motion control products, we are extremely focused on the needs of our customers. Our commitment to the principles of safety and sustainability drive our goal to protect the health and safety of everyone who comes into contact with our products. We assess the possible environmental, health and safety risks of a product throughout its entire lifecycle, beginning with research and development and continuing through production, marketing and use by the customer.

## **Reporting and Remediation**

We are committed to providing access to a transparent, confidential and safe process for investigating grievances of affected parties, and we provide appropriate grievance mechanisms, such as the Altra Whistleblower Hotline (Hotline). The Hotline offers a secure channel for anonymous reporting of suspected concerns or potential violations of our policies or the law. We support individuals who, in good faith, provide information relating to reports of potential misconduct, and we will not tolerate threats or acts of retaliation under any circumstances. We encourage our business partners to use their own effective grievance mechanisms, and we make the Hotline available for their use.

## **Responsibilities**

We expect all Altra employees to adhere to the principles contained in this Statement on Human Rights. If employees are uncertain or have questions about the practical application of the principles in question, they should contact their supervisor or appropriate representative in Altra's Human Resources, Legal, or Compliance departments.

Our managerial staff holds a particular responsibility for ensuring compliance with the principles of this Statement on Human Rights in our everyday operations. We therefore expect all managerial staff to meet their commitment to maintain resolute and exemplary behavior in this area and to work with their employees to uphold the ethical principles of Altra in their field of responsibility.

## **Stakeholder Involvement and Feedback**

Altra understands the importance of capturing the voice of a variety of stakeholders and is committed to the involvement of various stakeholders across our global organization in the development and implementation of this Statement on Human Rights and in the evaluation of our efforts in these areas. Although our corporate Human Resources, Legal and Compliance departments have a steering and supporting role, we have also involved other leaders of our businesses around the globe.

In addition, we strive to routinely review and refine our approach to addressing human rights, and we are continuously exploring ways to better integrate feedback from stakeholders into our management of human rights issues as they arise.

Effective December 1, 2020.