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Introduction

Titan International Inc. and its subsidiaries (“Titan”) are committed to respecting and upholding all internationally recognized human rights. In creating this policy, we considered the principles stated in the International Bill of Rights and the International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work. This statement aligns with our Code of Business Conduct and Supplier Code of Conduct, which reflect these principles.

A Workplaces That Promotes:

Dignity and Respect

We treat our employees with dignity and respect and will not use punishment or threats of violence, or any form of physical, sexual, psychological, or verbal harassment or abuse.

Inclusivity


We maintain an inclusive working environment at all of our locations and will not tolerate any harassment or discrimination, including, in the recruitment and hiring, training, or pay based on gender, race, age, religion, disability, ancestry, national origin, sexual orientation, or on any other basis prohibited by law.

Safety and Health

Our facilities must provide a safe and healthy environment for our employees, and we must comply with all safety and health laws and regulations.

Voluntary Employment

We are committed to using only voluntary employment and we prohibit the use of any forced labor, including prison labor, military labor, indentured labor, bonded labor, or human trafficking. We prohibit any practices that limit an employee’s ability to leave his or her workplace.

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Freedom of Association

We respect our employees' right and freedom to associate and no Titan employee will be subject to discrimination, harassment, intimidation, or retaliation due to a membership in a lawful workers' association or union.

Fair Compensation

We follow all applicable wage, work hours, overtime and benefits laws.

Zero Tolerance for Child Labor

We maintain a zero tolerance for the use of underage labor and will never use child labor in any of our facilities or locations.

Report

Anyone who witnesses a violation of this or any other Titan policy is encouraged to report it through one of the following reporting opportunities:

- Titan's Compliance Hotline: U.S.: 1-899-461-9330
- Internet: www.convercent.com/report
- Individuals outside the U.S. can find international hotline telephone numbers by visiting our [hotline reporting site](#) and selecting the appropriate country.
- Individuals may remain anonymous when reporting from a location in which anonymous reporting is legally permitted.