

	<b>SECTION:</b> <b>SUBJECT:</b> <b>ISSUE DATE:</b>	<b>GLOBAL POLICIES</b> <b>LABOR MANAGEMENT POLICY</b> <b>MARCH 2, 2021</b>
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**TITAN INTERNATIONAL, INC.**

**Labor Management Policy**

Titan International, Inc. (Titan) is a company with over a century of history. Our firm is being so successful and resilient due to our respect to our employees’ rights and thoughts. Titan operates in [number of countries] countries, in five continents, with complete wheel and tire assemblies for off-highway vehicles marketed and sold in [number of countries] countries worldwide.

Titan understands that our lasting success is inherently tied to our values of providing dependable products to our consumers, treating every employee with respect and dignity and investing in our workforce to maintain the quality of our products and services. Titan is committed to respecting global labor rights and supports labor practices as outlined by the United Nations Global Compact and the International Labor Organization (ILO) Core Labor Standards.

**Freedom of Association and Collective Bargaining**

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. To promote and enforce these rights, Titan relies on the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights.

**Forced Labor**

The use of forced labor is prohibited in all our sites and contracts and Titan is committed to cease involvement with any party that allows such practice. We believe that every employee has the right to move freely, should not have to pay for a job or become indebted to their employer. Titan does not tolerate the practice of withholding workers’ passports, original identification documents or other valuables unless explicitly required by law. Moreover, we expect that fees and costs associated with recruitment and employment should be paid by the employer, not the employee. Titan will not work with any supplier or contractor known to operate with forced labor.

**Child Labor**

Titan will not, under any circumstance, hire, engage professionally or knowingly employ anyone younger than sixteen (16) years of age. The Company will not work with any supplier or contractors known as a child labor abuser and will notify the relevant authorities if this practice is identified anywhere in the Company’s operations. The Company will establish procedures to monitor and identify abuses among supplier or contractors in the future, with the goal of terminating professional relationship if abuses are identified.

**Health & Safety**

Our employees’ health, safety and wellbeing are priorities in our operations. Titan will comply with all occupational health and safety regulations and will establish procedures to monitor and encourage compliance among partners and suppliers in the future, in line with our health and safety standards consistent with ours. More information is available in our [website](#).

**Harassment & Discrimination**

 The logo for Titan, featuring a stylized 'T' inside a circle with a red-to-blue gradient, followed by the word 'TITAN' in a bold, blue, serif font.	<b>SECTION:</b> <b>SUBJECT:</b> <b>ISSUE DATE:</b>	<b>GLOBAL POLICIES</b> <b>LABOR MANAGEMENT POLICY</b> <b>MARCH 2, 2021</b>
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Titan prohibits sexual harassment or any form of harassment of our employees by any person in the workplace or while conducting company business. Titan also prohibits discrimination based on race, ethnicity, color, gender, pregnancy, sexual orientation, gender identity, age, religion, creed, national origin, disability, legally protected leave or veteran status, political opinion, and other categories protected by applicable law.