
HUMAN RIGHTS POLICY

POLICY

Over the years, Pyrotek’s business has grown and changed, but its commitment to fundamental values, including respect for and observance of human rights, has remained the same. Pyrotek’s adherence to these values has allowed it to build and maintain a reputation of trust and integrity worldwide. Pyrotek Incorporated and its subsidiaries (“Pyrotek”) endeavor to engage in the highest legal and ethical standards regarding the treatment of all people.

Human rights are generally defined as the basic freedoms believed to be inherent to all people. Pyrotek’s Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Universal Declaration of Human Rights focuses on dignity, respect, and equality, without discrimination. These are principles that lie at the core of Pyrotek’s values. Pyrotek is committed to treating all stakeholders – including our employees, customers, suppliers, and the communities in which we operate – with dignity, respect, and equality.

Pyrotek has adopted the following Principles to express its deep commitment to support human rights. We expect all people and entities we conduct business with to uphold these or similar Principles.

PRINCIPLES

PRINCIPLE 1

Conduct business in a manner that respects the rights and dignity of all people. Pyrotek respects and values the rights of all employees and strives to provide them with a safe and inclusive environment in which they can excel. Pyrotek treats with dignity and respect not only our employees, but those with whom we do business, including our customers, suppliers, partners, and competitors.

PRINCIPLE 2

Value diversity and consider it core to our business strategy. We realize that the world we serve is diverse in its social customs and cultural traditions, and we respect and embrace those differences.

PRINCIPLE 3

Prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking and avoid complicity in human rights abuses. For additional information please refer to the Pyrotek Child and Forced Labor Policy.

PRINCIPLE 4

Meet or exceed applicable labor and employment laws and regulations wherever we operate, including those related to health and safety, as well as wages, work hours, overtime, and benefits.

PRINCIPLE 5

Respect the rights of people in communities impacted by our business activities.

PRINCIPLE 6

Treat every employee and worker fairly and with respect. We are committed to equal opportunity and are intolerant



of discrimination and harassment. We strive to achieve work environments that are free from discrimination or harassment on the basis of race, color, religion, age, sex, sexual orientation, gender identity or expression, national origin, disability or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at Pyrotek is qualifications, performance, skills, and experience.

PRINCIPLE 7

Establish and maintain safe and healthy working conditions. The safety and health of our employees is of paramount importance. Pyrotek is committed to providing a safe and healthy workplace in compliance with all applicable health and safety laws and regulations, as well as internal requirements.

PRINCIPLE 8

Compensate employees competitively, relative to our industry and local labor markets.

PRINCIPLE 9

Retaliation of any kind is inconsistent with our values of integrity and trust and will not be tolerated. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace or in any work-related circumstances outside of the workplace.

PRINCIPLE 10

Continually strive to advance our human rights practices.

GUIDELINES

- 1) Local management is responsible for compliance with this Policy, including implementing processes and procedures consistent with and in furtherance of the Principles.
- 2) General Managers will work with local management to (1) determine appropriate indicators and metrics in support of this policy and (2) develop a monitoring plan to collect and review data in support of such metrics and indicators. Monitoring results will be reviewed at each General Manager meeting.
- 3) If you are aware of or suspect any violation of this Policy, or if you believe there is a conflict between this policy and the applicable laws, customs or practices where you work, or if you have any questions about this policy please contact your manager, your local HR representative, or send an email to ComplianceTraining@pyrotek.com.