

Shawmut Human Rights Policy

We engage respectfully with each member of our diverse team including our customer and supply partners. We respect the rights of all humans and are committed to operating in compliance with all applicable laws and regulations and Human Rights Initiatives including but not limited to the following:

- Shawmut is committed to eliminating the risk of modern slavery and human trafficking occurring within its business.
 - We will not engage in or support child labor, human trafficking or slavery.
 - We will not contract with any company that knowingly engages in any of the above.
 - We support the Uyghur Forced Labor Prevention Act.
 - We support the Dodd Frank Act and the European Union Conflict Minerals Law
- We do not engage Private Security Forces in any of our facilities and expect that any business partner who does ensures that clear and rigorous operating procedures and terms of engagement are established prior to the conduct of any security operations.
- We do not discriminate. We believe in diversity, equity and inclusion in all areas of our business and support the rights of minorities, women, and indigenous people. We will support the Equal Employment Opportunity Commission requirements for a harassment free workplace and expect that all locations, regardless of region or state operate with that level or higher as locally required.
- We are dedicated to creating injury and illness free workplaces for all employees, vendors and guests as outlined in our [Safety Manual](#). We are committed to safety being a way of life.
- We will meet all Federal Department of Labor Mandates regarding Wages, Benefits and Working hours in each country that we operate. In addition, we will meet all local laws that enhance these Federal or Country level requirements.
- We respect people's land, forest and water rights.