



2051 Harvey St., Muskegon, MI 49442

# HUMAN RIGHTS POLICY STATEMENT

## Value and Commitment

We believe human rights are a fundamental societal requirement. We base our approach on human rights on international standards and agreements, including the United Nations' Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights. To be completely sustainable as a business we believe our operations need to be environmentally and socially conscious, for our employees and the wider community.

We also believe that each person, company, and government have an obligation to respect human rights. We embrace our responsibility as a global industrial leader to respect the human rights of our own employees, contractors, and agents and to promote best practices to all relevant stakeholders within our sphere of influence. In doing so, we seek to empower the "Makers" around the world to make the world a better place for all.

In our approach to human rights, we recognize our obligation to comply with international laws as well as the local laws that apply to us in the countries in which we operate. Where those laws differ, we seek to follow the higher standard; where they are in conflict, we seek to operate in a manner consistent with our commitment to human rights while fulfilling our legal obligations.

### Human Rights in the Workplace and Labor Practices

It is our policy to comply with all applicable laws, rules and available regulations concerning labor practice in all the countries in which we operate. In addition to our own employees, we expect all our partners, distributors, resellers, advisors, consultants, contractors, agents and other intermediaries representing us to adhere to the dictates contained in our Code of Business Ethics and in this Human Rights Policy Statement.

- We support a workplace that is free of violence and harassment. We shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

- We respect the rights of our employees to freely associate with anyone they choose, and we support a constructive dialogue with our employees or their chosen representatives.
- We comply with local minimum age laws and requirements (or those prescribed by international standards if more stringent). We will not employ child labor or permit forced labor.
- The compensation of our employees meets or exceeds the legally required minimum.
- We limit the working hours per day and grant recovery time, according to labor laws.
- We provide a safe and health-promoting workplace for our employees worldwide, according to local labor protection laws.
- We will not engage in human trafficking and will not knowingly work with those who do impact

We proactively assess situational changes including, but not limited to, political instability and environmental change, which may affect the human rights of our employees and the wider community. Where we are placed to do so, we will offer our skills, services, and products to aid in emergency situations.

#### Governance and Reporting

To ensure that our commitment to human rights is understood throughout our global enterprise, we have developed internal policies and procedures, including internal due diligence and reporting process, to monitor our progress in promoting and protecting human rights throughout our organization.

We encourage our employees and others to report any violations of our Human Rights Policy to [Carmen@midwaymachinerymovers.com](mailto:Carmen@midwaymachinerymovers.com), the Company's HR representative. Reports may be made anonymously and there will be no retaliation for reports submitted in good faith.