



## Human Rights Policy Statement

Hyster-Yale Materials Handling, Inc., and its subsidiaries, including its operating company, Hyster-Yale Group, Inc. (collectively “Hyster-Yale”) is a leading, globally integrated full-line lift truck manufacturer. Subsidiaries and affiliates of Hyster-Yale Group, Inc. include Bolzoni S.p.A, a leading worldwide producer of attachments, forks, and lift tables, under the Bolzoni, Auramo and Meyer brand names; and Nuvera Fuel Cells, LLD, an alternative power technology company focused on fuel cell stands and engines.

Hyster-Yale as a global company is committed to corporate responsibility and as such places great priority on our People, our Business, and our World. We consider that Human Rights are inherent and that when we shield these rights we cultivate the necessary conditions for human respect, regard, freedom, and justice while fostering a fair and just workplace for our employees.

Hyster-Yale has developed the following principles, policies and practices that demonstrate its own respect for and commitment to the fundamental Human Rights of people everywhere. These policies apply to all Hyster-Yale employees and those doing business with or on behalf of Hyster-Yale. These policies apply at all Hyster-Yale locations and wherever Hyster-Yale business is conducted.



► **Our People**

**COMPENSATION**

Equitable compensation and benefits for all employees that are fair and consistent with the local market. Hyster-Yale through effective Corporate Governance has established a strong, independent compensation committee to provide strategic guidance on the development of human capital strategies and programs to support Hyster-Yale’s strategic business plan and ensure responsible compensation.

**DISCRIMINATION, HARRASSMENT, AND BULLYING**

Hyster-Yale is committed to the principle that all employees should enjoy a workplace that is free from all forms of discrimination, bullying and harassment. Unwelcome conduct or comments based upon an individual’s race, color, national origin, religion, age, gender, sexual orientation, gender identity, or disability are not tolerated. In keeping with our principles, Hyster-Yale employees worldwide regularly participate in Anti-Harassment training.

Hyster-Yale does and will investigate all allegations of discrimination and harassment in as prompt and confidential a manner as possible and will take corrective action when warranted.

You can find more guidance on Hyster-Yale’s Anti-Harassment and Anti-Discrimination policy [here](#).

**SAFETY & SECURITY**

Hyster-Yale provides a safe and comfortable work environment and considers environmental protection, occupational health and safety and site security to be of paramount importance to our employees, contractors, and visitors and where applicable, we are committed to collaboration and consultation with employees, contractors, and visitors about safety.

Hyster-Yale also strives to provide a workplace free of hazards or conditions that may contribute to the risk of employee ill health or injury.

Accordingly, Hyster-Yale has established a zero-tolerance policy for workplace violence, verbal and non-verbal threats and other actions that could reasonably have the effect of causing concern for the physical and/or psychological safety of our employees or for the physical assets of Hyster-Yale.

You can find more guidance on these topics in Hyster-Yale’s Workplace Violence policy [here](#).

<b>Document Control Number:</b> 50111	<b>Effective Date:</b> 10-JUL-2023
<b>Citing DCN:</b> 1450	<b>Revision No.</b> 0

► **Our Business**

**BUSINESS PARTNERS**

Hyster-Yale is committed to protecting Human Rights in its operations and supply chains. Hyster-Yale does not tolerate the exploitation nor harassment of people in our business. HYG specifically forbids the use of forced or child labor anywhere and is committed to ensuring that forced labor does not occur in its supply chain around the world.

Hyster-Yale collaborates with suppliers who align with our principles, and we expect our Business Partners to share our commitment to respect Human Rights. Through outreach and training, Hyster-Yale promotes awareness of forced labor with our suppliers. Business Partners are required to understand and comply with our Code of Conduct for Business Partners which specifically prohibits the use of forced labor of any kind and applies to all our agents, consultants, dealers, distributors, sales and service agents, and suppliers. By conducting business with Hyster-Yale, Business Partners certify that they do not use slavery, human trafficking, forced labor, child labor, or any other form of inhumane treatment at any stage of their respective supply chains. Additionally, Business Partners consent to Hyster-Yale performing periodic and comprehensive reviews of their business operations (and their subcontractors, as appropriate) to ensure compliance with Hyster-Yale’s policies.

You can find more guidance on the Code of Conduct for Business Partners [here](#) or on the Hyster-Yale’s Forced Labor policy [here](#).

**SPEAK UP POLICY**

Hyster-Yale is dedicated to the highest standards of ethical and legal business conduct and has established a Speak Up policy and procedure to encourage employees and individuals to report any fraud, risk, unethical matter, malpractice, or wrongdoing including harassment where violations of policies or standards within Hyster-Yale may have or have occurred. The policy and related procedures provide individuals with a confidential means for reporting such matters and affords protection to any individuals who report such matters.

Hyster-Yale provides a confidential reporting mechanism (Alertline) that facilitates reporting of possible illegal, inappropriate, or unethical conduct in the areas described in the policy. The Alertline operates 24 hours a day, seven days a week, and is run by an independent third-party provider. The Alertline is designed to protect confidentiality and, where applicable, anonymity, if requested and in accordance with applicable laws. The Alertline provides a web-based reporting capability as well as a toll-free telephone-based service.

You can find more guidance on Hyster-Yale’s Speak Up policy [here](#).

<b>Document Control Number:</b> 50111	<b>Effective Date:</b> 10-JUL-2023
<b>Citing DCN:</b> 1450	<b>Revision No.</b> 0

► Our World

**ETHICS**

Hyster-Yale ensures that its worldwide operations represent Hyster-Yale’s commitment to the highest standards of legal and ethical conduct with respect to its officers and employees and with respect to local law. As part of our obligations, Hyster-Yale employees worldwide regularly review the Hyster-Yale Code of Corporate Conduct (the “Code”) and/or participate in annual online Code training. The Code includes topics on Anti-Corruption and Bribery, Anti-Trust, Business Ethics, and Promoting the Reporting of Misconduct among others.

You can find more guidance on Hyster-Yale’s Code of Corporate Conduct policy [here](#).

**DATA PRIVACY**

Hyster-Yale respects an individuals' right to privacy and takes the security of personal data very seriously. The foundation of our approach to privacy includes data privacy principles that ensure fair and lawful processing of personal information and provide appropriate transparency of use. We will only collect information for specific and legitimate purposes, and which is not excessive for the business purpose. These principles ensure we use personal data in accordance with individual rights and that individuals can exercise their rights over that personal data.

You can find more guidance on Hyster-Yale’s Data Privacy Principles [here](#).

**CONFLICT MINERALS**

As a publicly traded company, Hyster-Yale Materials Handling, Inc., and its subsidiaries (“Hyster-Yale”) are required to comply with U.S. Securities and Exchange Commission rules and regulations relative to any mined materials that may be used to fund conflict in the Democratic Republic of the Congo or any other covered countries. Hyster-Yale must conduct due diligence and may be required and may also require its suppliers to make certain disclosures regarding conflict minerals.

You can review a copy of Hyster-Yale’s Conflict Minerals annual report [here](#).

<b>Document Control Number:</b> 50111	<b>Effective Date:</b> 10-JUL-2023
<b>Citing DCN:</b> 1450	<b>Revision No.</b> 0