

Standex International Corporation recognizes that we are responsible for respecting human rights and avoiding complicity in human rights abuses. Therefore, we are committed to respecting and adhering to all internationally recognized human rights standards, including the rights and principles set out in the United Nations Universal Declaration for Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the United National Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

This policy applies to Standex, its subsidiaries, and affiliates worldwide. We expect our suppliers to uphold these principles through the Supplier Code of Conduct and to also adhere to the above established international frameworks.

**Respect for Human Rights**

We emphasize treating individuals with dignity and respect inside our organization and throughout our supply chain. Where we don't have managerial control, we actively seek to promote compliance with this Policy. We commit to continuously reviewing and updating policies and procedures to identify proactively and address and respond to identified adverse human rights impacts from or caused by our business activities. We are dedicated to complying with pertinent laws and implementing controls wherever we operate. We follow the higher standard where national law and international human rights standards differ.

In addition to respecting general human rights, we support women's rights and we also believe that there is a fundamental human right to water. Where we engage private security to safeguard our locations and assets, we are committed to ensuring that such private security forces respect these same human rights.

**Respect for Indigenous People's Rights**

We support the rights of indigenous peoples, by adhering to the United Nations Declaration on the Rights of Indigenous Peoples and the International Labor Organization Convention 169 on Indigenous Peoples. In all transactions that affect indigenous peoples, we are committed to obtaining free, prior and informed consent.

**Forced Labor & Human Trafficking**

We believe that all work should be voluntary, and employees must be given a choice to leave their employment. We prohibit using all forms of forced labor, including involuntary prison labor, forced, bonded, indentured, or slave labor, modern forms of slavery, and any form of human trafficking.

All management and supervisory level employees, including those responsible for supply chain management, are required to take training on forced labor and human trafficking.

**Child Labor**

As a general policy, we prohibit hiring individuals under the age of 15 in all cases and under 18 for hazardous work positions. We also comply with any further restrictions imposed by applicable laws and jurisdictions in which we operate. Finally, no employee may perform work that is likely to jeopardize their health, safety, or education.

**Compensation & Working Hours**

We compensate employees fairly and competitively relative to the industry and local labor markets and in accordance with applicable collective bargaining agreements. We work to ensure full

compliance with applicable wage, work hours, overtime and benefits laws. We are committed to paying all employees a living wage.

### **Freedom of Association and Collective Bargaining**

We respect our employees' right to, or not to join, form, or associate with a labor union, or other third-party organizations, without fear of reprisal, intimidation, or harassment. Where a legally recognized union represents employees, we are committed to establishing a constructive dialogue and bargaining in good faith with their freely chosen representatives.

### **Harassment & Discrimination**

We value the diversity of the people with whom we work. We have a long-standing commitment to equal opportunity and prohibit all forms of harassment, including sexual harassment and discrimination. We work to maintain workplaces that are free from harassment and discrimination based on gender, age, color, race, ethnicity, national or social origin, religion, disability, sexual orientation, marital status, political opinion or any other status protected by applicable law. Qualifications, performance, skills, and experience are the basis for recruitment, hiring, placement, development, training, compensation, and advancement at Standex.

We respect the personal dignity, privacy, and rights of each employee. We do not tolerate disrespectful, inappropriate, or hostile behavior, unfair treatment or retaliation of any kind. We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions.

### **Workplace Health and Safety**

The safety and health of our employees is of paramount importance. We are committed to providing a safe and healthy workplace, in compliance with applicable health and safety laws and regulations. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by appropriately training employees, addressing and proactively supporting accident/injury prevention and minimizing health risk exposure.

### **Training & Reporting**

We strive to create a workplace in which open and honest communication among employees is valued and respected.

Employees shall be trained on this policy and the prohibited practices.

Any employee who believes there is a conflict between the language of this policy and the laws, customs, and practices of their workplace, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, a Human Resources Business Partner or the Standex Legal Department.

Employees can also report suspected policy violations through the Standex Hotline via: [www.standex.alertline.com](http://www.standex.alertline.com) or by calling the appropriate toll-free number for their location, which can be found on the [www.standex.alertline.com](http://www.standex.alertline.com) website. Reports may be done anonymously.

Stakeholders who believe a human rights violation has occurred at Standex or within the Standex supply chain may also report their grievances through the Standex Hotline via: [www.standex.alertline.com](http://www.standex.alertline.com) or by calling the appropriate toll-free number for their location, which can be found on the [www.standex.alertline.com](http://www.standex.alertline.com) website. Reports may be done anonymously.

No reprisal or retaliatory action will be taken against any employee or stakeholder for raising concerns under this policy. Standex will investigate, address and respond to the concerns, whether brought via the Standex Hotline or otherwise, and will take appropriate corrective action in response to any violation.

Ultimate oversight of this policy is the responsibility of the Standex Board of Directors.