

# Global Human Rights Policy

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## Introduction and purpose of this document

This Global Human Rights Policy (the “Policy”) is designed to establish global standards related to human rights and labor for all employees, suppliers, third parties, and other business partners (“business associates”), and to facilitate compliance with those expectations.

This Policy is informed by, among other things, the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Emerson Electric Co. (“Emerson”) supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. We are therefore committed to making the UN Global Compact and its principles part of the strategy, culture, and operations of our company.

This Policy will be reviewed, and the revised version published, on an annual basis.

## Scope

This Policy applies to all Emerson manufacturing operations and offices worldwide and the employees and contractors who work in them, and to all joint ventures and subsidiaries in which Emerson has management or operational control.

Emerson requires our business associates to use their best efforts to extend the principles embodied in this Policy and the Supplier Code of Conduct to their suppliers and agents who are engaged in the production, supply, and support of products or services for Emerson. Operating our worldwide business in accordance with these standards is imperative to ensuring that Emerson represents the highest ideals of ethics and integrity—for each other and the customers, industries, and communities we serve.

## Compliance

This Policy goes beyond mere compliance with law. In any case where applicable law sets a higher standard, the higher standard applies. These general rules and standards are supplemented with local rules and policies for each business unit of Emerson. Where local labor and employment laws conflict with these standards, the local work rules, employment agreements, and laws will govern. In those situations, this Policy plays only an advisory role.

Additionally, we expect our employees and business associates to conduct themselves in accordance with all other Emerson policies, including the Supplier Code of Conduct, available [here](#), and our Employee Code of Conduct, available [here](#).

Emerson reserves the right to assess its business associates’ compliance with this Policy. As applicable, business associates must maintain a management system that demonstrates the adoption of the principles embodied in this Policy and that tracks and documents compliance with applicable laws, government policies, and regulations. Upon request, business associates will provide Emerson with the information necessary to assess compliance with this Policy. If a business associate refuses or is unable to correct the non-compliance to our satisfaction, Emerson may terminate the relationship. Emerson reserves the right to amend this Policy and any of its requirements.

## Human Rights Principles

At Emerson, we are dedicated to being a responsible global corporate citizen. We are committed to respecting human rights and ensuring that our employees, business associates' employees and individuals in the communities affected by our business operations are treated with dignity and respect. As part of our commitment to human rights, we expect Emerson employees and business associates to adhere to these principles:

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### Equal Opportunity, Non-Discrimination and Non-Harassment

We are committed to fostering a culture where every employee is valued and respected for their experiences and perspectives – and that reflects the world around us. We believe diverse viewpoints, cultures, races and genders, within an inclusive work environment, contributes to the rich exchange of ideas that inspires innovation and brings the best solutions to our customers.

Employment decisions at Emerson, its suppliers and business associates are based on business needs, job requirements and individual qualifications, without regard to race, color, sex, gender, pregnancy, marital status, age, religion, disability, medical condition, genetic information, military or veteran status, national origin, ancestry, sexual orientation, gender identity or expression, and in a specific location any other status or characteristic protected by law in at such location.

Additionally, workers shall not be subjected to medical tests or physical examinations that could be used in a discriminatory way that is prohibited. Workers shall be provided with reasonable accommodations for religious practices and adjustments to the work environment to allow for compliance with religious beliefs while at work. We expect Emerson employees and business associates to treat each employee with dignity and respect.

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### Health and Safety

Protecting employee safety and health is a core value at Emerson and it is against our policies for any person to work in unsafe conditions or in an unsafe manner. At Emerson, we are committed to providing a safe and healthy working environment that complies with applicable safety and health laws, regulations, and internal requirements, and expect our business associates to do the same to protect employees from immediate, short- and long-term harm.

We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues. Our internal safety efforts are guided by our Corporate Safety Council, composed of our top human resources, operations, and safety leads for our company. The council meets regularly to ensure strategy alignment and track progress on priorities, including safety education, prevention, trends, and compliance. All locations have a dedicated safety leader, with each of our locations of 50 or more employees having a health and safety committee operating at the local level, which includes representation from front-line employees, to work proactively in addressing health and safety concerns. We conduct safety training for all operational employees and management.

Emerson further acknowledges and supports the United Nations General Assembly's declaration that the right to safe drinking water and sanitation is a fundamental human right. Our employees, as well as workers at our business associates, should have access to safe drinking water and sanitation.

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## Forced Labor and Human Trafficking

Emerson will not tolerate, and we forbid our business associates to use any form of forced, bonded, or indentured labor, debt or involuntary servitude, any other form of modern slavery, or involuntary prison work in their operations or within their supply chain. Further, compensation practices should comply with applicable wage laws, including those relating to minimum wages, overtime compensation, and legally mandated benefits.

Employees of both Emerson and its business associates must have the right to freely terminate employment following applicable laws and regulations without fear of physical, psychological, sexual, or verbal abuse.

At no point should Emerson or its business associates hold or otherwise destroy, conceal or confiscate identity documents such as government-issued identification, passports or work permits. These documents may be held following local law, but at no point may workers be denied access to their documents.

Recruitment fees may not be charged to workers or potential workers. Workers shall not be required to pay recruitment fees, deposits, or other related fees for their employment. If any such fees are found to have been paid by workers, Emerson shall endeavor to have the fees repaid to the worker within 90 days of discovery and expect our business to assist in the remediation.

Employment contracts for foreign migrant workers shall be presented in the worker's native language which contains a description of the terms and conditions of employment.

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## Child Labor

Emerson will not tolerate the use of child labor and we forbid our business associates to use child labor in their operations or within their supply chain. We require that all employees of Emerson and its business associates be of the appropriate age as defined by applicable local and national laws.

Emerson prohibits the use of child labor (under age 15 or any other minimum age for employment under applicable laws that may be higher than 15) in our operations or at any stage in our supply chain. The use of legitimate workplace apprenticeships or intern programs that comply with all laws and regulations is permitted and supported.

Under no circumstances does Emerson support the involvement of workers under the age of 18 in hazardous work that impacts their health and safety at our facilities or those of our business associates, including work that exposes children to physical, psychological, or sexual abuse; work underground, underwater, at dangerous heights or in confined spaces; work with dangerous machinery, equipment and tools or carrying heavy loads; exposure to hazardous substances, agents or processes, or to temperatures, noise levels or vibrations damaging to health; work for long hours, night work, and unreasonable confinement to the premises.

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## Employment Standards, Working Conditions and Compensation

Emerson operates within reasonable working hours and maintains a positive and productive work environment consistent with commonly accepted practices in each locale, and we require the same of our business associates.

Emerson will not tolerate any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, restriction of movement, mental or physical coercion, or verbal abuse. Emerson requires our business associates to have a healthy and safe working environment in accordance with all applicable laws and regulations and to protect employees from short-, immediate-, and long-term harm. Emerson is committed to compensating our employees with wages and benefits that meet or exceed the legally required minimum, including overtime hours and legally mandated benefits and we expect the same of our business associates. Deductions from wages as a disciplinary measure by Emerson or our business associates is not permitted, and we will adhere to working schedules that are compliant with local laws (pay equals time worked).

Where housing is provided, Emerson requires a healthy and safe living environment for employees in accordance with all applicable laws and regulations. Additionally, we comply with all applicable wage and hour laws and regulations and provide legally mandated benefits, and we expect business associates to do the same.

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## Freedom of Association

Emerson and its business associates must respect the rights of workers to associate freely and seek representation in accordance with local laws.

Emerson recognizes the rights of employees to organize in labor unions, democratically elect worker representatives, to bargain collectively, and to engage in peaceful assembly in accordance with local laws and established practice, if desired.

Workers and their representatives shall be able to openly communicate and share ideas or concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

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## Responsible Sourcing

Emerson is committed to the responsible sourcing of materials used in our products, and we expect the same of our business associates. For more information, please see our [Conflict Minerals Statement](#) and our [Supplier Code of Conduct](#).

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## Employee Training

When applicable, our employees will receive training on requirements and principles within this Policy as part of their training on the Employee Code of Conduct.

Additionally, our business associates are expected to provide training, aligned with the requirements and principles of this Policy, to their employees as appropriate.

## Oversight and Responsibilities

Our Board of Directors maintains general oversight for the matters contemplated by this Policy and Emerson management is responsible for the ongoing administration of this Policy. Emerson's Chief Legal Officer is responsible for reviewing our Human Rights policy, ensuring it aligns with Emerson's commitment to ethical practices and considers global standards.

In addition, the Chief People Officer and their team are responsible for the implementation of the policy across the organization. This includes conducting training for all employees worldwide and the annual verification of this training through certifications provided by our Ethics Officers that affirm our dedication to consistently upholding these standards.

## Implementation and Stakeholder Feedback

To ensure that we are listening to, learning from, and considering all the various stakeholder views as we operate our business and administer this Policy, we are committed to continued engagement with all our stakeholders, including the global communities we operate within.

We recognize that human rights risks and opportunities can evolve rapidly. We strive to maintain momentum and focus on our current human rights risks and impacts through our ongoing due diligence and governance practices, and we continually monitor for emerging risks, evolving conditions, and opportunities to improve our practices and accelerate positive outcomes for people.

## Reporting Concerns or Raising Questions

Emerson employees may report any violations of this Policy or other concerns to:

- Contact your local supervisor/manager or business unit's Ethics Officer
- Or go to the third-party operated Emerson Ethics Reporting website and file a report:  
<http://www.emersoncompliance.com>

The ethics reporting website and hotline are operated by an independent third party and allow for access to reporting in 23 languages. The hotline has local phone numbers available in 37 countries, eliminating the need for international phone charges and allowing callers a choice of English or native language.

We encourage employees of business associates to work through their own company to resolve internal ethics issues. However, business associates should promptly report violations of the principles within this Policy by either going to the Emerson Ethics Reporting website [here](#), or calling the applicable Ethics Hotline as referenced above. Physical postings at Emerson sites will also contain information on how to report concerns. Reports to the Ethics Hotline are anonymous if requested, but it is important to provide as many facts, details, witnesses, and documents as you can.

We will promptly evaluate allegations and take remedial actions where appropriate. Emerson does not tolerate retaliation against anyone who in good faith reports or participates in the investigation of possible violations of law, the Emerson Code of Ethics or other company policies or procedures.

If we identify adverse human rights impacts caused or contributed to by our business activities, we are committed addressing these impacts through legitimate processes. We expect the same of our business associates.

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