

ATMUS FILTRATION TECHNOLOGIES

HUMAN RIGHTS POLICY

SCOPE

This policy applies globally to the employees of the Company's entities in which the Company has a controlling ownership interest or management responsibility, including our subsidiaries, joint ventures, affiliated companies and distributors. If the Company does not have a controlling ownership interest or management responsibility, the Company will take reasonable steps to require compliance with this policy and the law.

POLICY

Atmus is committed to ensuring human rights in the communities in which we operate and that people are treated with dignity and respect.

We are guided by international human rights principles related to Forced Labor as encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

1. We prohibit all forms of forced labor and human trafficking.

We do not tolerate any form of forced labor, including slave or indentured labor, bonded labor, military labor, prison labor, and human trafficking.

We prohibit trafficking-related activities connected to our employment contracts and subcontracts. We will not retain original employee documents (such as government issued identification, passport, or work permits) unless we are required by law. We will not implement policies or practices that severely restrict employee movement or tolerate disciplinary measures that cause an employee to work without pay.

We do not permit employees to pay recruitment fees or other related fees to obtain employment. We do not allow employees to work "for free" in exchange for advance payments or other benefits or require employees to waive their right to receive earned compensation as a condition of employment.

2. We prohibit the use of child labor.

We comply with all local applicable laws and regulations relating to hiring minors. We prohibit the hiring of persons under the age of 18 for positions that are harmful to their physical or mental development or that interferes with schooling.

3. We comply with all local applicable laws and regulations relating to wages, work hours, overtime, and benefits.

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements.

4. We respect freedom of association and recognize the right to collective bargaining.

We respect the ability of employees to choose whether to join labor unions and engage in collective bargaining, as permitted by applicable laws in the countries where we operate, without fear of reprisal, intimidation or harassment.

5. We are committed to promoting a diverse, equitable, and inclusive environment where our employees and our business partners are treated with dignity and respect.

Treating each other with dignity and respect is the foundation of our success as a company. The Company does not tolerate any discrimination in employment based on an individual's protected status and strives to ensure equal pay for equal work. We do not tolerate discrimination, harassment, or retaliation.

6. We are committed to providing a safe and healthy workplace.

We are committed maintaining a workplace that protects the health and safety of our employees that is free from violence, harassment, intimidation or other unsafe or disruptive conditions. We comply with applicable safety and health laws and regulations, as well as our policies. Our security operations are carried out with respect for the dignity and privacy of our employees and the communities in which we operate.

7. We respect the communities where we operate, including the internationally recognized human rights of Indigenous Peoples.

We respect the livelihoods and health of communities impacted by our operations, their right to clean drinking water and sanitation, rights relating to the ownership or use of land and natural resources and the right to a safe, clean, healthy and sustainable environment.

We acknowledge and respect the internationally recognized human rights of Indigenous Peoples, including those established under the UN Declaration on the Rights of Indigenous Peoples, and their relationship to lands, waters, culture and cultural heritage.

CONSEQUENCE FOR POLICY VIOLATION

Violation of this policy may result in disciplinary action up to and including the termination of employment.

CONTACT FOR MORE INFORMATION

For questions or concerns relating to this policy or to report possible violations, you may contact:

- Your supervisor or business leader
- Human Resources
- Internal Audit
- Legal
- Ethics and Compliance
- Ethics Line

The Ethics Line is a 24-hour, toll-free hotline available to all employees and third parties anywhere Atmus does business to report suspected illegal or unethical activity. You can contact the Ethics Line by web or phone at:

- Web: ethics.cummins.com
- Phone: 1-800-671-9600 (US)
- For non-U.S. numbers, visit ethics.cummins.com

You may raise your concerns anonymously where allowed by law.

The Company does not tolerate retaliation.

Atmus prohibits retaliation against employees who raise concerns in good faith or who cooperate with an investigation. Refer to the Non-Retaliation Policy for more information.

You can externally report trafficking concerns to resources not managed by the Company.

If you believe you have information about a potential trafficking situation or would like to request information, you may contact:

1. National Human Trafficking Resource Center (NHTRC) via
 - a. Toll-free hotline at 1-888-373-7888, or
 - b. Online using the anonymous [reporting forms](#)
2. Global Human Trafficking via
 - a. Hotline at 1-844-888-FREE or
 - b. Email at help@befree.org

ASSOCIATED DOCUMENT AND RESOURCE LINKS

Recruitment Requisition Distribution Process
Global Contingent Worker Policy

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