



## Human Rights Policy

Applied® strives to be an ethical and responsible employer and business partner and to respect human rights through our practices and policies and by complying with the laws in all countries in which Applied conducts business. In addition to our [Core Values](#), Applied is committed to respecting internationally recognized human rights and adhering to the UN's Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

We believe that every Applied associate is responsible for respecting human rights and expect all Applied associates worldwide to comply with this policy.

In addition to this policy, all Applied associates must abide by our [Code of Business Ethics](#), and we expect all of our business partners to comply with to our [Supplier Code of Conduct](#) when working with us.

**Universal Rights.** Applied believes that all individuals, regardless of race, color, religion, sex, veteran status, age, disability, national origin, ethnicity, sexual orientation, gender identity, or any other category protected by applicable law, should be afforded equal opportunities and fair treatment at all levels of the organization. All our associates are entitled to a workplace environment free from discrimination, harassment, and retaliation in violation of applicable federal, state, and local law, and we prohibit all such conduct.

Applied provides training on its non-discrimination and non-harassment policies and all Applied associates are further required to annually sign off on the Company's [Code of Business Ethics](#), which further enumerates Applied's commitment to a safe, ethical, and discrimination and harassment-free workplace.

**Health and Safety.** Applied maintains a longstanding focus on safety, health, and well-being. We actively encourage safe behaviors, individual accountability, and continuous improvement to protect the health and safety of our associates, visitors, and the environment. Each associate is provided with the resources and equipment necessary to protect themselves while performing their job

duties. Job-specific annual safety training is mandatory for all associates.

**Human Trafficking.** Applied does not condone, nor permit, child and forced labor, human trafficking, modern slavery, or corporal punishment within its organization or within its supply chain. Associates of Applied are forbidden from engaging in or abetting this conduct. Applied associates are not permitted to withhold immigration documents from other associates or contractors.

**Labor Standards.** Applied believes in the right to fair and just working conditions and employment practices. All of our associates are expected to comply with the labor and employment laws (including laws applicable to equitable pay, minimum wage, work hours) and expect our suppliers to adhere to similar standards.

**Freedom of Association and Collective Bargaining.** Applied adheres to the applicable laws regarding the right to affiliate with lawful organizations. In addition, Applied respects the freedom of association and the rights of individuals to collective bargaining provided by law.



## Supplier Code of Conduct

Applied expects all of our vendors, contractors, consultants, and others involved with the execution of Applied's work, to adhere to the Company's [Supplier Code of Conduct](#) or similar standards which include commitments to respecting human rights.

**Reporting Processes and Whistleblower Protections.** Applied encourages its Associates to report potential concerns, including any suspected non-compliance with this policy or any other Company policy or applicable law. The Company provides multiple ways for associates, customers, suppliers, and other to report any potential concerns without fear of retaliation, including through an a third-party [ethics hotline](#) that can be used anonymously via phone or online. Applied takes all alleged misconduct seriously and specifically forbids retaliation for raising concerns.

Any suspected violations of this policy can be reported through the [ethics hotline](#), to Human Resources at [HRInquire@applied.com](mailto:HRInquire@applied.com), or to your manager.

This Policy was developed based on how our operations and those of our business partners may impact our associates, customers, suppliers, communities, and other stakeholders. It was approved by Applied's senior management and will be reviewed and updated periodically as part of our efforts to refine our approach to addressing human rights based our business and stakeholders.

Additional information on Applied's human rights efforts, along with information about Applied's associate well-being and opportunities, environmental sustainability efforts, cybersecurity and data privacy, and other topics can be found in our annual Sustainability Report.