HUMAN RIGHTS POLICY

Organization	DAYCO GROUP (GLOBAL)
Approved by	Executive Leadership Team
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1. INTRODUCTION

1.1 Purpose of the Policy

The Dayco Human Rights Policy reaffirms our dedication to respecting and promoting human rights across all our operations and business relationships, by setting clear standards of conduct and fostering a culture of accountability and respect.

Through this Policy, we aim to:

- Ensure that human rights are integrated into our corporate culture, governance, and decision-making processes;
- Prevent, mitigate, and address adverse human rights impacts across our operations and value chain;
- Promote transparency, accountability, and continuous improvement in the way we manage human rights-related risks and opportunities.

1.2 Dayco's approach to Human Rights and Reference Frameworks

At Dayco, respect for human rights is a fundamental and non-negotiable value that shapes who we are and how we operate. Our responsibility to uphold human dignity goes far beyond legal compliance — it is embedded in our values, reflected in our leadership, and present in the decisions we make every day.

As an international organization operating across diverse legal, cultural, and geopolitical environments, we strive to contribute to an improving global culture of human rights. We do this by fostering an environment where every individual is treated with fairness, respect, and compassion — regardless of their role, background, or location.

This Policy reinforces the values expressed in our Code of Conduct and Supplier Code of Conduct, with the shared objective of protecting individual well-being across our entire value chain. We believe that respecting human rights is not only a moral imperative, but also a critical enabler of sustainable business practices.

Our approach takes guidance from internationally recognized standards, including:

- The UN Guiding Principles on Business and Human Rights (UNGPs)
- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- The OECD Guidelines for Multinational Enterprises

We conduct our activities in alignment with the applicable laws and regulations of the countries in which we operate. In situations where conflicts arise between local legal requirements and our internal standards or this human rights policy, we will seek to identify and implement alternative solutions that safeguard, in compliance with local legal requirements, human rights across both our direct operations and broader value chain.

1.3 Scope of Application

This Human Rights Policy applies to all activities, operations, and relationships of Dayco, both locally and internationally. It has to be respected by:

- All employees and interns regardless of their role or hierarchical level;
- Members of the Board of Directors and other governing bodies;
- Suppliers, contractors, consultants, business partners, and other third parties with whom Dayco maintains contractual or collaborative relationships, to the extent that such relationships may impact the respect of human rights.

1.4 Expectations for our business partners and our own workforce

At Dayco, we hold both our business partners and our own workforce to the highest standards of ethical conduct and respect for human rights. We expect everyone involved in our operations to demonstrate a strong commitment to integrity, fairness, and compliance with applicable laws and policies.

Our business partners are expected to align with our values by conducting their activities responsibly and respecting fundamental human rights throughout the value chain. Similarly, we foster a workplace culture where our employees are treated with dignity, respect, and empowered to contribute fully and work in a safe and inclusive environment.

2. SALIENT HUMAN RIGHTS ISSUES

Respect as a top priority: zero tolerance for harassment.

We enforce a strict zero-tolerance policy against any form of harassment, recognizing that such behaviors violate fundamental human rights and damage the dignity of individuals. Dayco fosters a safe and respectful environment where each individual – both within our workforce or across our value chain - feels safe to report misconduct without fear of retaliation.

Our employees are provided with periodic training and we implement robust procedures to prevent, address, and remedy all incidents swiftly and fairly. We expect our business partners to do the same.

Driving Inclusion: empowering every voice and fighting against any form of discrimination.

We are dedicated to creating and sustaining a workplace that respects and promotes human rights through equal opportunities and inclusion. Every employee—regardless of race, color, religion, national origin, ethnicity, sexual orientation, gender, marital status, age, physical or mental disability, veteran status or any other legally protected status—must have fair access to opportunities for growth and development

Dayco ensures that everyone is respected and we do not tolerate any form of discrimination.

This effort extends to our supply chain, ensuring that diversity and inclusion are embedded at every level, fostering a culture where everyone feels valued and heard.

Equal Value, Equal Pay: Bridging the Wage Gap.

Our organization aims to create a workplace where the principle of "equal pay for equal work" is upheld. This approach applies to all employees, regardless of any protected characteristic. It covers all aspects of pay and benefits, including base salary, bonuses, allowances, and non-cash contractual benefits

Fair Work, Fair Pay: Building a Just Workplace.

We uphold fair labor practices that respect workers' rights to reasonable working hours, rest and leisure, and fair wages to ensure a decent standard of living. We monitor and engage with our workforce and supply chain partners to promote dignity, fairness, and wellbeing across all operations.

Safety First: Protecting People, Powering Our Progress.

We prioritize the physical and mental health of all employees by enforcing stringent health and safety standards. Our company invests in preventive measures, training, and open communication to create workplaces free from hazards.

We recognize the right of every worker, both in our operations and across our value chain, to a safe environment.

Safeguarding the most vulnerable.

We acknowledge the heightened vulnerabilities faced by specific groups that may be exposed to an increased risk of discrimination, exploitation, or social exclusion. Our policies and practices are focused on identifying, protecting, and supporting individuals in these groups, ensuring they have equal access to opportunities, fair treatment, and robust protections both within our workplace and throughout our supply chain.

No place for forced or child labor.

We strictly prohibit any form of labour exploitation, by opposing any form of forced or compulsory labor in our operations and supply chain.

In accordance with our approach to human rights, we adhere to applicable laws and international standards regarding the minimum age for employment. Our recruitment and hiring practices are designed to prevent child labor by ensuring that no individual below the legally defined minimum age is employed within our organization. Our zero-tolerance approach extends to all business partners, which have to comply with the highest ethical standards and relevant local regulations

Safe by Design: Our Focus on Product Integrity.

We act in accordance with rigorous standards to ensure that all components we manufacture and all products we source meet or exceed safety regulations, protecting the health and wellbeing of end-users.

Product safety is integrated throughout the design, engineering, and quality assurance processes as a core responsibility, reflecting our Brand promise and our respect for consumers' rights.

Stewarding our Planet: Safeguarding Land, Natural Resources, Water, and Clean Air.

We believe that environmental stewardship is a fundamental expression of our respect for human rights. We strive to protect land, natural resources, water, and clean air—not only as environmental assets, but as essential components of community health, well-being, and dignity.

Our operations aim to prevent environmental degradation, reduce emissions and waste, and ensure responsible resource use. We recognize the impact environmental harm can have on communities, and we engage proactively with stakeholders to prevent adverse effects and promote environmental responsibility across our entire value chain

Ethical Innovation: Data Privacy and AI.

We protect the privacy rights of all individuals affected by our operations—employees, customers, and partners alike—by ensuring strict compliance with applicable data protection laws and principles of transparency and accountability in the management of personal data.

3. IMPLEMENTATION AND GOVERNANCE

We monitor the implementation of our Human Rights Policy with close attention, integrating human rights considerations into relevant business processes and decision-making.

The Board of Directors is responsible for overseeing the implementation of Dayco's Human Rights Policy, Dayco's Code of Conduct and Supplier Code of Conduct principles in our day-to-day operations and across value chains. The responsibility for ensuring respect for these principles is shared across functions, guided by a spirit of continuous improvement and awareness.

We engage with our stakeholders and we report regularly to senior leadership on relevant updates.

4. ACCESS TO REPORTING CHANNELS IN CASE OF POTENTIAL HUMAN RIGHTS VIOLATIONS

At Dayco, we encourage our employees and other stakeholders to voice concerns regarding any violation of the principles included in our Code of Conduct, Human Rights Policy or Supplier Code of Conduct. We provide several different ways of raising concerns:

- Direct engagement with an employee's supervisor
- Direct engagement with an employee's local HR representatives
- Contacting Dayco's Legal Department
- Writing a letter to the Audit Committee of the Dayco Board of Directors
- Calling the Dayco Compliance Hotline
- Logging on to the Dayco Compliance website at Dayco.Ethicspoint.com

The Dayco Compliance Hotline is maintained by a third-party confidential reporting company and is available 24 hours a day, 7 days a week. This company will forward your concerns to Dayco for investigation and follow-up. Keep in mind, if you make a report using the hotline, your identity will be kept confidential, to the greatest extent possible. It is helpful when you identify yourself as it enables us to investigate more thoroughly and to follow-up appropriately[1].

[1] For contact details, please refer to page 61 of Dayco Code of Conduct

Those channels are open to any stakeholder, both internal and external, who believes that a violation has occurred.

Should this Policy be violated, we will take appropriate measures proportionate to the seriousness of the incident, in accordance with applicable laws, regulations, contractual obligations, and disciplinary procedures.

5. POLICY DISSEMINATION

Dayco's Human Rights Policy has been formally approved by the Executive Leadership Team.

All employees are required to acknowledge that they have read and will comply with this Policy. In addition, all new hires will be provided with a copy of both Dayco's Human Rights Policy and the Code of Conduct, which they will be required to sign as an integral component of their hiring process.

As the principles set forth in this Policy extend beyond our internal operations, we also ask all business partners to formally acknowledge and accept Dayco's Human Rights Policy by signing it as part of our contractual agreements.

Furthermore, we have developed a dedicated Supplier Code of Conduct that complements the Human Rights Policy. We expect our suppliers to manage their own supply chains responsibly, adopting similar standards and governance models. We believe this ensures that potential violations are proactively prevented and promptly addressed throughout the entire value chain.

APPENDIX A - Glossary

Adverse Human Rights Impact: A negative effect on the enjoyment of human rights caused or contributed to by Dayco's activities or business relationships, including within its supply chain.

Business Partners: Entities or individuals with which Dayco has a formal or informal commercial relationship, including suppliers, contractors, distributors, and other third parties involved in the value chain.

Child Labor: Any form of work carried out by individuals below the legal minimum working age or that interferes with a child's right to education, health, or development, in violation of applicable international or national standards.

Code of Conduct: The internal document outlining the values, principles, and standards of ethical behavior expected from all employees and business partners of Dayco.

Discrimination: Any unequal or unfair treatment of individuals or groups based on characteristics such as gender, race, ethnicity, religion, disability, sexual orientation, age, or other protected categories.

Employee: Any person working under the direction of Dayco, including full-time, part-time, temporary, or contract-based workers.

Forced Labor: Work or service which is exacted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily, including debt bondage, coercion, or trafficking.

Harassment: conduct that has the purpose or effect of creating an intimidating, abusive, hostile or offensive work environment for another person.

Human Rights: The basic rights and freedoms to which all individuals are entitled, as defined by international instruments such as the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

ILO Core Conventions: The eight fundamental conventions of the International Labour Organization, covering topics such as freedom of association, abolition of forced labor, elimination of child labor, and non-discrimination in employment.

Salient Human Rights Issues: Human rights issues that pose the most severe risks to individuals due to the nature of Dayco operations, business relationships, or geographic presence.

Supplier Code of Conduct: A document that sets out the standards and expectations the Group requires of its suppliers, in line with this Human Rights Policy and applicable laws and international norms.

Supply Chain: The full network of suppliers, subcontractors, and other third parties involved in the design, sourcing, production, and delivery of goods and services provided by the Group.

UN Guiding Principles on Business and Human Rights (UNGPs): A global standard outlining the responsibilities of businesses to respect human rights, the duties of states to protect those rights, and the right of affected individuals to access effective remedy.