

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 all internationally recognized human rights standards, including the rights and principles set out in the United Nations Universal Declaration for Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

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

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.

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.

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.

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.

Reporting

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

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 or by calling the appropriate toll-free number for their location, which can be found on the www.standex.alertline.com website. Reports may be done anonymously.

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