

The Donaldson Human Rights Policy formalizes our commitment to uphold and respect human rights for all people. At Donaldson, we are committed to providing safe, healthy, and respectful workplaces. Our values of integrity, respect, commitment and innovation are key to who we are and guide us as we work to build a more diverse, equitable and inclusive work environment where all individuals are valued, respected and empowered to pursue their full potential.

We have six company principles that are at the heart of everything we do; they guide our behaviors, relationships and interactions.

- **Act with Integrity:** We deliver on our commitments and are accountable for our actions – we do what we say we will do.
- **Engage and Empower our People:** We have a richly diverse and inclusive culture, and provide opportunities for our people to grow, build successful careers and make meaningful contributions.
- **Deliver for Customers:** We understand, anticipate, and prioritize customers' needs, delivering differentiated products and solutions that enable their success.
- **Cultivate Innovation:** We pursue innovation in everything we do from continuous improvement in our processes to breakthrough solutions that create value and competitive advantage.
- **Operate Safely and Sustainably:** We are committed to safety in the workplace, being good stewards of natural resources and reducing our environmental impact.
- **Enrich our Communities:** We share our time, resources, and talent to make a positive impact in the world.

At the same time, our [Global Code of Conduct](#) (Code) provides a foundation for how we work, as well as a guide for speaking up, asking questions, navigating issues, and reporting concerns.

Our commitment to human rights includes the following categories:

- 1) Environmentally Responsible, Safe and Healthy Workplace
- 2) Equal and Non-discriminatory Practices
- 3) Wages and Working Hours
- 4) Freedom of Association and Collective Bargaining
- 5) Supplier Expectations
- 6) Child, Slave or Forced Labor Restrictions
- 7) Conflict Minerals
- 8) Governance and Reporting Process

Environmentally Responsible, Safe and Healthy Workplace

Donaldson is committed to providing environmentally responsible, safe and healthy workplaces. Access our [Global Environmental, Health & Safety Policy](#) for more information.

Equal and Non-discriminatory Practices

Donaldson respects the dignity and personal rights of every individual. We are committed to the elimination of discrimination and promoting and protecting the rights of all. Access our [Code](#) for more information.

Wages and Working Hours

Donaldson is steadfast in complying with all applicable laws and regulations relating to wages, working hours, overtime and benefits.

Freedom of Association and Collective Bargaining

Donaldson recognizes and respects the right of all employees to freedom of association, the right to join unions or other work-related associations, and the right to engage in collective bargaining, as permitted by applicable laws in countries where Donaldson does business.

Supplier Expectations

Our partners (including dealers, distributors, consultants, agents, suppliers, vendors, contractors, or other third parties) are expected to treat everyone with respect and dignity. All Donaldson suppliers must provide working conditions that are fair, non-discriminatory, equitable and safe. Additional standards are outlined in our Supplier Code, including ethical sourcing, human rights, anti-corruption and antitrust, information protection, and environmental health and safety. Access our [Supplier Code of Conduct and Sustainability Policy](#) for more information.

Child, Slave or Forced Labor Restrictions

Donaldson strongly opposes any person, supplier or organization from using child, slave or forced labor, or participating in human trafficking. We are steadfast in complying with all applicable labor laws, including California's Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act. Access our [Modern Slavery Act Policy](#) and our [California Transparency Act Statement](#) for more information.

Conflict Minerals

Donaldson works with our supply chain partners to take reasonable steps to ensure conflict minerals are not sourced by Donaldson or our supply chain partners in a way that would directly or indirectly benefit armed groups responsible for serious human rights abuses. Access [Conflict Minerals Policy](#) for more information.

Governance and Reporting Process

Our commitment to human rights is led by the Donaldson Company Board of Directors and executive leadership team. By conducting business the right way and in compliance with the law, each of us plays an important role in maintaining ethical, respectful and fair workplaces.

If you believe our Code or Human Rights Policy has been violated, make a report at ethics.donaldson.com. Donaldson strictly prohibits any form of retaliation because of a report made in good faith or for participation in any investigation. Violations of the law, our Code, this policy or failure to report may lead to disciplinary action for employees as outlined in our Code. Suppliers found violating the law or our Supplier Code will face discipline, up to and including termination of the business relationship with Donaldson.

This Human Rights policy is a living document that is reviewed and revised periodically. It was first adopted on 22 April 2022 and resides on www.Donaldson.com.