

## **HUMAN RIGHTS POLICY**

Crane is committed to upholding and promoting fundamental human rights. We believe that all our personnel, suppliers, and customers should be treated with dignity, fairness, and respect. We have no tolerance for human rights abuses in our supply chain or anywhere else in our organization. Our Supplier Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure our expectation regarding intolerance of slavery and human trafficking is clearly communicated to our supply chain partners. All policies around human rights that are applied to our global associates are also expected to be followed by partners, customers, and suppliers with whom we do business. This means that Crane:

- Does not use or condone the use of slave labor or human trafficking
  - Is committed to paying competitive compensation at market rates, enabling our associates to realize a fair living wage
- Aims to identify and access potential risks in our business and supply chains
  - Seeks to promote economic inclusion through the supplier selection process
- Denounces any degrading treatment of individuals or unsafe working conditions
  - Seeks to protect both minority groups and women's rights
- Supports our products being free of conflict minerals
- Acknowledges the right to clean water as a fundamental human right
- Provides training to our personnel, especially those in our supply chain teams, to ensure that we regularly assess the risks of our extended supply chain
- Employees who wish to join or not to join trade unions and to bargain collectively shall not be interfered with, penalized, or retaliated against