



VONTIER HUMAN RIGHTS POLICY

I. INTRODUCTION

At Vontier Corporation we are united by a powerful purpose: mobilizing the future to create a better world. Vontier understands that long-term success starts with a company's value system and a principled approach to doing business. This Policy strives to make clear and transparent how we define, approach, govern and support universal human rights and the dignity of people throughout our operations, our communities in which we operate, and our global supply chain.

Vontier's commitment to promoting human rights applies to all persons involved in the company's operations including, but not limited to, employees, contractors, agents, suppliers, vendors and business partners.

II. OUR COMMITMENT

In line with the UN Guiding Principles on Business and Human Rights, Vontier is committed to respecting and promoting all internationally recognized human rights, including those described in the **Universal Bill of Human Rights**, the **International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work**, the **OECD Guidelines for Multinational Enterprises**, and the **UN Global Compact** (to which Vontier is a signatory). We take seriously our responsibility to identify, mitigate, prevent, investigate and remediate human rights-related risks, as well as actions that negatively impact human rights, to which we may cause or contribute.

Our commitment to human rights is reflected through our actions:

Everyday Actions. We consider the effect of our operations on people and communities and strive to protect them by upholding laws that protect workers, prevent child labor and ensure fair employment practices.

Promote Human Rights. We advance human rights by promoting fair employment practices, pay and working hours and prohibiting human rights abuses such as child labor, forced labor and human trafficking.

Work with Like-Minded Partners. We don't do business with any supplier or business partner who fails to promote human rights.

Better Team. Vontier implements human rights principles internally through our employee-centered approach. We believe that anchoring our program around a Better Team, which includes employee health and safety, inclusion, employee rights and benefits, and employee growth and development, accelerates and drives Better Innovations, a Better Planet and ultimately a Better Society.

Inclusion & Culture. Together we celebrate the uniqueness of all people. It's at the core of who we are, and the fuel that drives our success. Inclusion and culture have been a top priority for Vontier since day 1.

Commitment to Vulnerable Groups. Vontier is committed to respecting the rights of all people and does not tolerate unlawful discrimination or harassment based on a person's race, sexual orientation, gender identity, color, age, gender, national origin, disability, religion or any other legally protected characteristic.

Rights of Indigenous Peoples. Vontier recognizes and respects the importance of indigenous people's

culture, heritage and traditional rights. Wherever we operate, we seek to understand the social, cultural, environmental and economic implications of our activities.

Rights to water. We respect the rights to water and sanitation for people who our activities potentially could affect, including our employees, contractors, and neighboring communities.

III. SUPPLIERS AND BUSINESS PARTNERS

The following human rights principles, which are foundational to the way we conduct our business, are binding upon our suppliers and contractors through our Supplier Code of Conduct:

- **Compensation.** Suppliers must comply with all applicable wage and hour laws and regulations, including those relating to minimum wage, overtime, and other elements of compensation, and must provide all legally mandated benefits.
- **Hours of Work.** Suppliers must maintain work hours in compliance with all applicable laws and regulations.
- **Forced Labor.** Suppliers must not use forced or involuntary labor, including prison, bonded, or indentured labor, or engage in any form of human trafficking.
- **Child Labor.** Suppliers must not use child labor.
- **Fair Treatment.** Suppliers must treat each employee with dignity and respect and will not threaten workers with or subject them to harsh or inhuman treatment.
- **Discrimination.** Suppliers must not unlawfully discriminate against any worker in its hiring and employment practices on the basis of race, sexual orientation, gender identity, color, age, gender, national origin, disability, religion or any other legally protected characteristic.
- **Freedom of Association.** Suppliers must respect worker's rights to associate freely as permitted by and in compliance with all applicable laws.
- **Health and Safety.** Suppliers must provide and maintain safe and healthy working conditions by meeting, and endeavoring to exceed, international safety standards.

Vontier expects its suppliers to cascade similar requirements throughout their own supply chains.

IV. POTENTIAL CONFLICTS

Vontier operates in many different jurisdictions subject to different laws and regulations. We recognize that some States do not have adequate legal and regulatory frameworks or enforcement mechanisms or have laws that conflict with these internationally recognized human rights. Wherever this is the case, Vontier is committed to doing the right thing by respecting human rights in every aspect of our business operations.

V. REPORTING AND NON-RETALIATION

Vontier employees, contractors and third parties (*i.e.*, customers, suppliers, agents, impacted workers or concerned citizens) can report concerns and any potential breaches of this Policy or confidentially and anonymously via the [Vontier Speak Up! Helpline](#).

We are committed to conducting impartial and fact-based investigations and ensuring that any human rights-related misconduct or violations of this Policy are remediated appropriately. Vontier prohibits retaliation for good faith reports of suspected misconduct.