

Statement on Labor and Human Rights

Cooper Machinery Services is committed to conducting business in an ethical and responsible manner. We respect and support international principles aimed at protecting and promoting human rights, as described in the United Nations' Universal Declaration on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

In our own operations Cooper seeks to operate in compliance with all applicable laws wherever we do business. While governments have the primary responsibility for protecting and upholding the human rights of their citizens, Cooper Machinery Services recognizes its responsibility to respect human rights in its operations. In addition, we recognize that we have an opportunity to promote human rights where we can make a positive contribution. This includes, among other things, opposing human trafficking and the exploitation of children.

Policy against Forced or Compulsory Labor

Cooper Machinery does not utilize forced or compulsory labor. We recruit our employees and provide working conditions, including payment of wages and benefits that comply with applicable laws and regulations.

Policy against Child Labor

Throughout our worldwide operations, we prohibit the use of children in our workforce. All Cooper Machinery Services employees are at or above the legal employment age in the country of their employment.

Equal Employment Opportunity and Non-Discrimination

Cooper provides all applicants and employees fair and equitable consideration and treatment in all matters related to employment, benefits, training, compensation, and other privileges and conditions of employment regardless of race, color, religion, age, sex, sexual orientation, gender identity/expression, national origin, ethnicity, disability, veteran status, or any other basis that is protected under applicable law.

Anti-Harassment

Cooper provides an inclusive work environment in which mutual respect is expected from everyone. Cooper Machinery Services prohibits harassment of any kind, including sexual harassment, discrimination, and unequal treatment of individuals based on but not limited to age, race, national or ethnic origin, disability, veteran, marital status, pregnancy, religion, sexual orientation, or any other characteristic protected by law.

Working with our suppliers

We work only with suppliers that uphold our Company's values and high integrity standards. Our relationship with suppliers must be based on lawful and fair practices. We provide suppliers a fair opportunity to earn a share of Cooper's purchasing volume including small businesses, and businesses owned by minorities, women and disabled veterans