



# HUMAN RIGHTS AND LABOR STANDARDS STATEMENT

Grounded in our purpose and values, Parker is committed to supporting human rights and fair labor practices as a fundamental tenant of our business. Such standards are implemented through our Global Code of Business Conduct, Supplier Code of Conduct, and Distributor Code of Conduct and are integrated into various internal policies applicable to our team members throughout the world. Our commitment is framed by applicable laws and regulations in the jurisdictions in which we operate, as well as by principles set forth by various international organizations that promote and protect the human rights of workers, such as the United Nations Guiding Principles on Business and Human Rights, the UK Modern Slavery Act of 2015, and the California Transparency in Supply Chains Act.

## Applicability

Our commitment to human rights and fair labor practices applies to all Parker team members, including temporary or contract workers and our business partners, throughout the world. With respect to business partners, we require our suppliers and distributors to uphold the commitments we have defined in Parker's Supplier Code of Conduct and Distributor Code of Conduct, respectively.

## Forced and Compulsory Labor

Parker prohibits forced or indentured labor, the use of any trafficked persons, all forms of slavery and any form of domination in the workplace. This includes (i) transporting, harboring, recruiting, transferring, or receiving persons or the labor or services of persons by means of threat, force, coercion, abduction, or fraud; (ii) the destruction, retention or denial of access to an individual's identification; and (iii) charging employees a recruitment fee.

## Child Labor

Parker prohibits the hiring of any person under the age of 15, the age for completing compulsory education, or the minimum legal age for employment in the applicable jurisdiction, whichever is oldest.

## Discrimination and Harassment

Parker is committed to creating and maintaining a working environment of respect, tolerance, and trust. We prohibit discrimination in the workplace, based on race, color, ethnicity or national origin, social class, disability, health status, gender or gender identity, sexual orientation, age, pregnancy, religion, political affiliation, marital status, or other defining characteristics. Harassment is also prohibited, including but not limited to physical, verbal, psychological, and sexual abuse.

## Diversity, Equity and Inclusion

Parker actively promotes diversity, equity and inclusion in its global workforce and is committed to practices that result in a work environment that is inclusive and fair for everyone.

## Labor Conditions/Workplace Safety

Parker is committed to compliance with all applicable laws and regulations associated with hours worked and compensation in the jurisdictions in which we operate. Parker believes that all team members should be able to work in a safe environment, free from workplace hazards and, we strive to provide such an environment to all of our team members. Parker's safety management system sets forth expectations for operational safety excellence and provides team members with the tools and training to identify and reduce hazards in the work environment.

## Freedom of Association

Parker recognizes and respects team members' right to participate in employee representative organizations. We believe in our team members' right to make an informed choice with respect to such participation and that open communication and direct engagement between team members and management are the most effective ways to address workplace issues.

## Data Privacy

Parker is committed to compliance with all applicable laws and regulations relating to data privacy or the transfer, processing, protection, and retention of personal information.

## Supply Chain

Parker requires its suppliers to meet the requirements set forth in Parker's Supplier Code of Conduct, which includes Human Rights and Labor Standards consistent with those in this Statement. In addition to providing our suppliers with the Supplier Code of Conduct, we have various checks and balances throughout our operations to ensure a strong and compliant supply chain. These checks and balances include verifications, monitoring, audits and supplier training and communications. Failure of a supplier to meet the requirements set forth in our Supplier Code of Conduct will lead to remedial actions by Parker, including possible termination of our business relationship with such Supplier.

## Speaking Up, Reporting Concerns

Team members, stakeholders, and business partners have the responsibility to speak up when aware of a violation or potential violation of this Statement, any Parker policy, any of our Codes of Conduct, or any applicable law or regulation and may do so anonymously. Any concerns may be reported to Parker's Integrity Line at <https://parker.ethicspoint.com>, which is operated by an independent company and is available 24 hours a day, seven days a week, in multiple languages. Reported concerns will be treated in confidence to the extent possible and will be promptly investigated. Parker prohibits any form of retaliation against anyone who in good faith reports actual or potential misconduct.

Jennifer Parmentier  
Chairman and Chief Executive Officer

Mark Hart  
Executive Vice President,  
Human Resources & External Affairs

August, 2024