

## **Requirements of our Human Rights Program**

The Company's commitment to human rights starts with the Company's culture and core values, which form the basis for everything we do. We work hard to foster a culture in which each person can thrive. The Company's first value provides explicitly: We do the right thing – we earn trust, act with ethics, integrity, and transparency, treat everyone with respect, value diversity and foster safe and inclusive environments. Robinson Fin publishes its Code of Conduct and Human rights policies on the website: [Robfin.com/resources](http://Robfin.com/resources).

### **Our People:**

- We respect and value the rights of our employees and strive to provide them with a safe and inclusive environment in which they can excel. We treat our employees with respect and dignity, actively protecting and progressing their human rights. We seek to be a preferred place to work, where all are invited to speak up. We realize that the world we serve is diverse in its social customs and cultural traditions, and we respect and embrace those differences. We believe the differing viewpoints that we each bring to the workplace challenge and enable us to think more broadly and allow us collectively to better serve our customers and communities.
- The Company does not tolerate any discrimination in employment and strives to ensure equal pay for equal work. We work hard to provide a work environment free from discrimination, harassment, and retaliation.
- We treat with dignity and respect not only our employees, but those with whom we do business – including our customers, suppliers, partners, and competitors.
- Company employees have the right to fair working conditions, competitive wages, and reasonable working hours. Robinson Fin does not tolerate the use of child labor, forced labor, bonded labor or human trafficking of any kind.
- We provide reasonable accommodations for qualified persons based on disabilities, religious beliefs, and pregnancy/childbirth (and related conditions). We strive for our facilities, websites, information, communications, and technology to be accessible to all in their audiences.
- We manage our facilities and conduct our operations in a manner intended to protect the health and safety of our employees, and customers, contractors, and any other visitors.
- We respect the privacy of our employees and business partners who trust us with their personal information. The Company has specific policies in place that are designed to safeguard personal information and ensure that personal information is collected, used, and shared in an appropriate manner and in conformity with our promises and legal obligations. The Company works to abide by all applicable privacy-related laws and regulations in the countries where it operates.

### **Our Supply Chain**

- Robinson Fin Machines is committed to high standards of ethical and business conduct as it relates to its procurement of goods and services.
- Robinson Fin treats its suppliers with respect and integrity and is dedicated to serving as a good partner to the many companies who help us meet our mission.
- Before entering into supply agreements, Robinson Fin communicates our Human Rights and Code of Conduct Programs to our suppliers.

## **Our Programs and Products**

- Robinson Fin is committed to high standards of ethics and business
- Robinson Fin has processes and procedures in place to help ensure the company does not do business in countries or sell products to customers not properly approved by the US Government. The company has procedures in place to engage in due diligence, to assess and potentially to mitigate risks – including to human rights or, more broadly, the reputation of the company – before undertaking certain business opportunities, even if they are or would be approved. Where the risks of agreeing to such a business opportunity are unacceptable Robinson Fin will decline the opportunity regardless of whether it is legally permissible.
- The company conducts business globally in a manner consistent with its values, as well as all applicable laws. Robinson Fin works to incorporate its environmental, social and governance responsibilities and customer support into decision-making, including the products the company designs, develops, manufactures, and sustains.

## **Our Communities**

- For Robinson Fin, being a good corporate citizen means improving the lives of the people in the communities where we live and work. We invest heavily in our communities, providing funding and other support to a wide range of causes.

## **Our Commitment to Integrity**

- Our commitment to integrity lies at the core of our culture. We work every day to ensure an open, inclusive, and ethical work environment.

## **Training, Reporting, and Assessment of the Human Rights Policy**

Robinson Fin's human rights program is founded on our culture and values, and implemented through various policies and procedures, also described above. In addition, the Company is committed to training and communication, during the hiring and orientation process.

Any employee who believes there may have been a violation of this Policy should report it through established channels, including to their supervisor or the personnel committee.

Reports of potential violations will be investigated and, if substantiated, remedial action will be taken. Robinson Fin will not tolerate any retaliatory action against someone who comes forward in good faith to raise concerns about possible violations of this Policy.

## **Assessment**

The Company may conduct additional audits or assessments, as appropriate, to measure compliance related to various of the above commitments.