



Human Rights Policy: Effective October 18, 2022

Forney Corporation (“Forney”) is committed to respecting and contributing to the positive realization of human rights throughout the world. We believe in a principled approach to doing business that values and promotes respect for all employees and seeks to avoid complicity in human rights abuses. We support the tenets outlined in the Universal Declaration of Human Rights and the core labor standards of the International Labour Organization (“ILO”).

This commitment follows a review of our entire business to understand our human rights impact and how best to address our dedication to promoting fair labor standards for all.

This Human Rights Policy applies to Forney Corporation, its subsidiaries, the entities in which it holds a majority interest, and the facilities it manages. If any employee believes that a human rights violation has occurred, they are asked to immediately report it to their supervisor, Human Resources, the Legal Department, or the Ethics Hotline.

Forney hopes its business partners will share in our commitment to human rights and take appropriate action where there is a violation.

Compensation

Forney believes every worker has the right to fair compensation. We believe our employees are compensated fairly relative to the industry and the local labor market. Further, we believe all of our business partners should comply with all legal wage requirements, as well as provide any fringe benefits required by law or contract.

Forced Labor

We have zero tolerance for modern slavery, forced labor, and human trafficking in any part of our business. We strive to take all reasonable measures to avoid being complicit in these practices and to ensure that all business partners in our supply chain act ethically and with integrity.

Health and Safety

We take the health and safety of our employees very seriously. We believe that all workplace injuries and environmental incidents are preventable, and our goal for each of them is zero. Further, we respect the communities affected by our operations and strive to protect the local landscape from pollution and hazardous waste. Our aim is to eliminate the risk of serious harm from all of our activities.

No Inhuman Treatment

Forney believes all employees should be treated with respect and dignity. Employees should feel confident that their work environment is free from harassment, corporal punishment, threats of violence, and any other other forms of mental or physical coercion or abuse.

Discrimination

Forney values diversity and does not tolerate discrimination on the basis of race, color, religion, sex, age, national origin, mental or physical disability, or sexual orientation, nor will we tolerate such discrimination any where in our supply chain.

Child Labor

Forney condemns all exploitation of children. We fully support all laws that seek to end the exploitation of children and expect all of our business partners to do the same.

Governance

Our senior management has the responsibility of overseeing adherence to these commitments and ensuring any breaches are investigated. Forney complies with all applicable national laws and regulations. Where a conflict between the law and the internationally recognized human rights standards arises, we will always look for legal ways to honor our commitment to respecting human rights while complying with the law.