

IC-FLUID POWER'S SUPPLIER CODE OF CONDUCT

This one-page summary outlines what IC-Fluid Power, Inc. ("IC-Fluid Power") expects of its suppliers and contractors regarding labor and human rights. It is a quick reference to our [IC Supplier Human Rights Policy](#). Where this summary and the full policy differ, the full policy governs.

COMPLIANCE STATEMENT

IC-Fluid Power requires its suppliers and contractors to operate in a manner that respects human rights and complies with all applicable labor and workplace safety laws. We expect suppliers to provide working conditions that are safe, lawful, and respectful, and to prohibit any practices that may jeopardize those conditions. This includes the following principles:

CHILD LABOR

Child labor is not tolerated in any form. Suppliers must comply with all minimum-age and young-worker laws, use reasonable age-verification practices, and prohibit young workers from completing hazardous or age-inappropriate tasks.

FORCED LABOR

We strictly prohibit forced, bonded, trafficked, or otherwise involuntary labor. All work must be voluntary under lawful terms, workers must be free to leave employment, and their personal freedom and documents must never be restricted.

NON-DISCRIMINATION

Employment decisions must be based on legitimate business factors, never on legally protected characteristics. Suppliers must support equal opportunity and maintain a workplace that promotes respect and inclusion.

ABUSE AND HARASSMENT

Verbal, physical, psychological, and sexual harassment and abuse, as well as degrading discipline, are unacceptable. Suppliers must give workers a way to report concerns without retaliation and ensure those concerns are addressed.

WAGES AND BENEFITS

Suppliers must comply with all wage, hour, overtime, and benefit laws, pay at least the legal minimum wage on time, avoid unlawful deductions, and keep accurate payroll records.

HEALTH AND SAFETY

Suppliers must comply with health and safety laws, identify and address workplace hazards, provide necessary training and protective equipment, and maintain appropriate emergency and incident-response measures.