



IC-Fluid Power, Inc.
Supplier Human Rights Policy
IC-SHRP.06.12.2026v1.0

Revision History

Changes	Role	Approving Manager	Date
Initial Publication	President	Bernd Hunger	06.12.2026
Next Review	President	Bernd Hunger	06.12.2028

PART 1: INTRODUCTION AND SCOPE

At IC-Fluid Power, Inc. (IC-Fluid Power), we believe that responsible business practices are built on the respect for the people within them. As a company that works closely with many partners, we understand that our business relationships carry responsibilities beyond product quality and delivery. We expect the business practices of our manufacturers, suppliers, and partners to reflect the same values of respect, accountability, and professionalism that guide our own operations.

PART 2: HUMAN RIGHTS POLICY STATEMENT

IC-Fluid Power requires its suppliers and contractors to commit to operating in a manner that respects human rights and complies with all applicable labor and workplace safety laws. Suppliers are expected to provide working conditions that are safe, lawful, and respectful and to prohibit any practices that may jeopardize these conditions.

IC-Fluid Power communicates these expectations through its supplier policies and supporting documentation and reviews them through supplier engagement and questionnaires. Identified concerns may be considered as part of supplier evaluation, follow-up, and corrective actions.

PART 3: PURPOSE

This policy is intended to define the labor and human rights standards that IC-Fluid Power expects from its suppliers and contractors. It serves as a written reference for communicating those expectations both internally and externally, as well as documenting how IC-Fluid Power addresses these topics as part of its broader business responsibility efforts.

PART 4: APPLICABILITY

This policy applies to all IC-Fluid Power suppliers identified in the supporting document IC Vendors List, as well as contractors that provide services to or on behalf of IC-Fluid Power. IC-Fluid Power also encourages suppliers to promote similar standards for their own supply chain and business operations.

PART 5: ROLES

IC-Fluid Power's current leadership, Bernd Hunger (President), will oversee this document and is responsible for managing, reviewing, and updating every 2 years.

PART 6: HUMAN RIGHTS PRINCIPLES

IC-Fluid Power expects its suppliers and contractors to conduct business in a manner that respects the safety and fair treatment of workers. The following human rights principles relevant to its business are recognized below: Child Labor, Forced Labor, Freedom of Association, Non-Discrimination, Harassment and Abuse, Wages and Benefits, and Health and Safety.

1. CHILD LABOR

IC-Fluid Power does not tolerate child labor in any part of its supply chain. Suppliers are expected to prevent underage labor and to follow all applicable laws relating to minimum working age. This includes the following expectations:

- Suppliers must not use child labor under any circumstances.

- Suppliers must comply with all applicable laws related to minimum age, compulsory education, and any restrictions on young workers.
- Suppliers must employ reasonable age verification practices.
- Suppliers must ensure that any legally permitted young workers are not assigned tasks that are hazardous, unsafe, or inappropriate for their age.
- Any underage labor concern should be addressed promptly in a way that prioritizes the individual's safety and well-being.

2. FORCED LABOR

IC-Fluid Power strictly prohibits forced labor and any employment practice that limits a worker's freedom in any way, including coercion, intimidation, or deception. Suppliers are expected to ensure that all work is performed voluntarily and under clear, lawful employment terms. This includes the following expectations:

- Suppliers must not use forced, bonded, trafficked, indentured, or otherwise involuntary labor, and workers must be free to leave employment in accordance with applicable law.
- Suppliers must not restrict a worker's personal freedom, including retaining personal items or documents in a way that prevents workers from moving freely.
- Any forced labor concern must be reported, investigated, and addressed promptly with appropriate protections for affected workers.

3. FREEDOM OF ASSOCIATION

IC-Fluid Power supports respectful communication and lawful worker participation in workplace matters. Suppliers are expected to allow workers to raise concerns, speak with management, and exercise lawful rights related to association and collective dialogue without fear of retaliation. This includes the following expectations:

- Suppliers should respect workers' lawful rights to associate, organize, or participate in collective discussions.
- Suppliers must not intimidate, discriminate against, or retaliate against workers for raising concerns or engaging in lawful workplace representation activities.
- Suppliers should provide reasonable channels for workers to communicate concerns, complaints, or ideas to management.

4. NON-DISCRIMINATION

IC-Fluid Power expects suppliers to foster workplaces where people are treated fairly, and employment decisions are based on legitimate business factors. Discrimination, unequal treatment, and bias contribute to a hostile workplace and are unacceptable by our standards. This includes the following expectations:

- Suppliers must not discriminate in hiring, pay, training, promotion, discipline, termination, or other employment practices based on legally protected characteristics.
- Suppliers should support equal opportunity and comply with applicable laws related to accommodation, accessibility, and fair treatment.
- Suppliers should maintain a workplace that promotes respect, inclusion, and diversity.

5. HARASSMENT AND ABUSE

IC-Fluid Power expects all suppliers to maintain a workplace built on professionalism and respect. Harassment, abuse, intimidation, and retaliation are unacceptable in any business operation. This includes the following expectations:

- Suppliers must prohibit verbal, physical, psychological, and sexual harassment and abuse in the workplace.
- Suppliers must not use humiliating, threatening, coercive, or degrading disciplinary practices.
- Suppliers should maintain a process for workers to report concerns without fear of retaliation and ensure that concerns are investigated and addressed appropriately.
- Suppliers should foster a professional, respectful environment for all.

6. WAGES AND BENEFITS

IC-Fluid Power expects suppliers to compensate workers fairly and in accordance with applicable laws. Compensation practices should be transparent, timely, and consistent with legal wage and benefit obligations. This includes the following expectations:

- Suppliers must comply with all applicable wage, hour, overtime, and legally required benefit laws.
- Suppliers must pay at least the legal minimum wage in a timely manner and in a way that is easily understandable to workers.
- Suppliers must not use unlawful deductions or wage practices and must maintain accurate payroll and timekeeping records as required by law.

7. HEALTH AND SAFETY

IC-Fluid Power expects suppliers to provide safe and healthy working conditions for their employees and any other individuals on site. Suppliers should actively identify workplace hazards, comply with applicable safety laws, and take reasonable steps to prevent injuries and accidents. This includes the following expectations:

- Suppliers must comply with applicable health and safety laws, regulations, and workplace safety requirements.
- Suppliers should provide necessary safety information, training, and protective equipment where hazards are present.
- Suppliers should encourage and support prompt reporting of injuries, hazards, and unsafe conditions and respond with corrective actions.
- Suppliers should maintain appropriate emergency preparedness, first aid, and incident response measures relevant to their workplace risks.

PART 7: MONITORING AND REVIEW

IC-Fluid Power will conduct a biennial supplier questionnaire that suppliers must complete. The questionnaire will address current policies, practices, and any relevant cases or concerns.

Questionnaires will be reviewed every 2 years by IC-Fluid Power's President and may be used to inform ongoing supplier evaluation, engagement, and potential corrective actions where expectations are not met. This policy will be reviewed every 2 years.