



Global Human Rights Policy

Throughout Tennant's 150+ year history, we have committed to conducting business with dignity, respect, fairness, honesty, and integrity. Tennant is committed to upholding and protecting the human rights of our employees and those we do business with around the world. Our goal is to create a cleaner, safer, healthier world – leaving it better than we found it. As a Signatory of the United Nations Global Compact (UNGC), Tennant Company is committed to continuing our engagement with the compact and embracing the UNGC's Ten Principles around human rights, labor, environment, and anticorruption and the United Nations' Universal Declaration of Human Rights, the International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

This policy applies to all Tennant employees, including directors, officers, and employees including those of Tennant's subsidiaries; and applies equally to Tennant's agents, distributors, third-party intermediaries, subcontractors, suppliers, distributors, and vendors.

Policy

Commitments

Tennant is committed to respecting international human rights standards, as defined by the UN Guiding Principles on Business and Human Rights which include the UN Universal Declaration of Human Rights and the International Labor Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work. We operate in alignment with the policies and procedures outlined in the SA8000 Standard which seek to protect basic human rights of workers. We aspire to create an inclusive and respectful work environment, establish decent working conditions, pay in an equitable way, and work to eliminate all forms of child and forced labor, discrimination, anti-corruption, and bribery. Tennant expects all employees, contractors, suppliers, vendors, and business partners to adhere to the following principles, set forth in the Code of Conduct and Company Policies, in representing and carrying out their duties for Tennant.

- **Safe and Healthy Working Conditions:** We are committed to the safety and well-being of our employees and workers worldwide by providing a safe and healthy



working environment while adhering to applicable health, safety, and environmental laws.

- **Freedom of Association:** We recognize and respect the right of employees and workers to freedom of association and collective bargaining to which they are entitled under applicable laws. [Position on Freedom of Association.](#)
- **Forced or Compulsory Labor, Human Trafficking, and Child Labor:** We believe all labor must be voluntary. We do not tolerate any form of child labor (as defined under applicable laws) or forced labor such as indentured labor, bonded labor, military labor, slave labor, or any form of human trafficking. Within our business, we also do not tolerate actions such as recruiting, harboring, transporting, providing or obtaining a human being for compelled labor, or other unlawful purposes. See [Anti-Human Trafficking Policy](#). We expect our employees and workers to comply with local labor and employment laws wherever they operate. See [Supplier Core Expectations](#), setting out Tennant's expectations for its suppliers in the areas of integrity, ethical and legal standards, compliance, labor rights and employment law, health and safety, environment, anti-bribery and corruption and supplied materials. Tennant's [Global Modern Slavery and Forced Labor Statement](#) communicates to our vendors and business partners our expectations on human rights and ethics. Tennant's [Conflict Minerals Policy](#) supports human rights organizations to end violence and atrocities in Central Africa, specifically the Democratic Republic of the Congo (DRC) and nine adjoining countries.
- **Nondiscrimination and Respectful Workplace:** We believe that no person shall be subject to any unlawful discrimination in employment, such as hiring, compensation, benefits, advancement, discipline, termination, or retirement, on the basis of race, color, religion, sex, national origin, physical or mental disability, age, military service, pregnancy, sexual orientation, genetic information (including family medical history), marital status, gender identity or expression, parental status, political affiliation, veteran status, receipt of public assistance, any other applicable prohibited basis. We value a respectful and cooperative working environment. We do not tolerate harassment, sexual harassment, bullying, or discrimination of any kind. Tennant prohibits harassment, discrimination, and other forms of retaliation against any individual who submits a report or assists in the investigation of a claim. See [Non-Discrimination, Respectful Workplace, and Non-Retaliation Policies](#).



- **Anti-bribery, Anti-corruption, and Conflicts of Interest:** Tennant's [Code of Conduct](#) applies to all Tennant Company employees, directors, consultants, agents, and anyone else acting on the Company's behalf around the world. We are committed to doing business through proper means and actions in compliance with the laws and regulations applicable to our global business. We have zero tolerance for any form of bribery or corruption in conducting our business. See [Anti-Bribery and Anti-Corruption Policy](#). As a publicly traded company, we must disclose, review, and mitigate potential conflicts of interest. Managing conflicts of interest is vital to our organization's culture of ethics, integrity, and transparency. See [Conflicts of Interest Policy; Gifts, Hospitality & Entertainment Policy](#).
- **Equitable Pay.** Tennant recognizes that compensating our employees and providing workers reasonable working hours are essential to meeting workers' basic needs. As such, we pay employees at least the required minimum wage, provide legally mandated benefits, and adhere to all applicable working hours and overtime compensation laws.

Risk Assessments

- **Enterprise risk assessment:** The overall objective of risk management is to support the realization of Tennant's strategy and support our operational and financial objectives, ensuring that risks are properly identified and mitigated. We use an integrated risk management framework to identify, assess, manage, monitor, and communicate risks across the Company. Tennant reports on the top ten identified risks in its annual report, but to date Human Rights-related risks have not been ranked in the top ten reported risks.
- **Quality risk assessment:** Tennant identifies external and internal relevant issues that could represent risks and opportunities to Tennant, relating to the QMS (Quality Management System). The risk register is updated annually with risks and mitigating activities, including internal risks such as facility environmental compliance, and external risks such as due diligence checks of relevant business partners.
- **Reporting system:** We have a commitment to our employees to foster and uphold a culture of integrity and stewardship, ensuring that our employees are not only aware of ethical standards, but actively contribute to maintaining them. As part of this commitment, we offer various avenues for reporting concerns, including a robust ethics and compliance reporting system. See [Whistleblower Policy](#). This reporting system allows employees and external stakeholders to report non-compliance with



the principles stated in Tennant Code of Conduct, including potential human rights impacts. Our Ethics Hotline contact information is available in multiple languages by accessing the [Ethics](#) portion of our website. Anonymous reporting is available, where allowed by law.

Concerns may also be reported by email at corpcompliance@tennantco.com or by writing to Ethics & Corporate Compliance at Tennant Company, 10400 Clean Street, Eden Prairie, MN USA 55344-2650.

Mitigation and Remediation

- **Complaint response:** Any reported concern is reviewed to determine whether it should be investigated as a Code of Conduct matter – matters not relevant to the Code are reviewed by the appropriate Tennant function, such as Human Resources. Investigations depend on the nature, complexity and severity of the report. The matter may be referred to third parties, such as audit firms and legal firms, for further investigation, and information may be disclosed to public authorities and/or the courts. The Audit Committee and the Senior Management Team are regularly updated on relevant reports and receive statistical information of the Ethics Hotline Reports.
- **Internal Audits:** A summary of audit findings is provided to the Audit Committee and relevant members of the Senior Management Team. Internal audit findings and mitigation actions are shared with relevant management, who are evaluated for remediating identified issues.
- **Supplier Relationships:** Suppliers are required to fully support and cooperate with Tennant Company's efforts to secure data including substance, labor, import, emissions and traceability declarations from their respective finished goods and raw materials supply chain. Tennant expects its Suppliers to engage their suppliers to define, implement, and communicate their own policy and to perform due diligence to provide the required information Tennant Company requests. Information provided must not misrepresent material supply chains and must include all known information as requested to be in good standing. Additionally, Tennant Company requires its Suppliers to be aware of and to comply with all data privacy and cybersecurity regulations.

Tennant Company may ask a Supplier for confirmation of compliance with the requirements of this Policy at any time, including before business is awarded. Any corrective action plans required to demonstrate or rectify non-conformance to this Policy will be according to a mutually agreed timeline and at no cost to Tennant. Suppliers must provide all requested declarations for regulations to which Tennant



must show conformity. Tennant uses a third-party service provider to support our Conflict Minerals Program. This program includes assessing and responding to the risks identified in the supply chain and prioritizing suppliers with a strong ESG record.

Responsibility

Fulfilling the Human Rights Policy is a responsibility shared by all Tennant employees globally. The following functions have particular oversight on the fulfillment of this Policy: Ethics and Compliance, Legal, Human Resources, Product Regulatory, and Global Supply.

Related Documents

[Anti-Bribery and Anti-Corruption Policy](#)

[Anti-Discrimination Policy](#)

[Anti-Human Trafficking Policy](#)

[Code of Conduct](#)

[Conflict Minerals Policy](#)

[Global Modern Slavery and Forced Labor Statement](#)

[Position on Freedom of Association](#)

[Supplier Core Expectations Policy](#)

[Sustainability Report](#)

[Whistleblower Policy](#)

Legal Notice Update

We reserve the right to make any changes and corrections to this notice. Please refer to this page from time to time to review these and new additional information.