




Corporate Policy

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	Effective Date 01/01/2021	Superseded Procedure, Dated N/A
Organizational Units Affected All Employees and Directors of Alamo Group	Approved By: Ed Rizzuti	

LABOR & HUMAN RIGHTS POLICY

I. Purpose

Respect for human rights is a fundamental value for Alamo Group Inc. (the “Company”) and we are committed to respecting internationally recognized human rights principles throughout our operations globally. This Policy is guided by international human rights principles encompassed by the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work.

II. Scope

This policy applies to all directors and employees of the Company, including those of the Company’s global operating subsidiaries.


III. Policy Statement

The Company is committed to supporting and protecting basic human rights principles in the conduct of its global business. We will maintain safe and healthy work conditions for our employees. Because we value diversity and inclusion in the workplace, our employees will be treated with respect and dignity and shall not be subject to discriminatory employment practices in any form. We will not tolerate the use of child labor and we prohibit the use of forced or involuntary labor whether in the form of indentured labor, bonded labor or any other form of human trafficking. The Company prohibits noncompliance with applicable minimum wage laws. Accordingly, we will provide employees with at least the minimum wage required by law and provide overtime compensation and benefits in compliance with applicable laws.

We respect our employees’ right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their



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freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

We encourage employees to report situations in which they have a good faith belief that this Policy is or has been violated. We will not tolerate acts of retaliation against anyone who, in good faith, reports specific violations of this policy. Reporting should be made in accordance with the reporting methodology as outlined in the Company's Code of Business Conduct and Ethics.