



## Human Rights Policy

AMETEK is committed to upholding fundamental human rights in all aspects of our business, including our operations and supply chain. We believe that all people around the world should be treated with dignity, fairness, and respect. To this end, our expectations are reflected in the AMETEK Code of Ethics and Business Conduct (the "Code"), which we communicate to our employees and to which they are bound. In addition, we have adopted this Human Rights Policy and provide the [Environmental Health & Safety Policy](#) on our website.

### **Human Trafficking, Child Labor, and Forced Labor**

We are committed to ensuring our operations and supply chain are free of slavery and human trafficking. Suppliers agree that their products and services comply with all applicable laws. Additionally, Suppliers are required to certify that all materials incorporated into their products are sourced, processed and manufactured in compliance with human trafficking and slavery laws in the countries in which they operate. We are opposed to child labor and are committed to complying with all applicable laws. We prohibit the use of any forced, bonded, prison, or involuntary labor. Workers shall not be required to lodge "deposits" or their identity papers in connection with their employment and are free to leave their employment after reasonable notice.

### **Relationship with Our Employees**

Our future success depends on our ability to attract and retain a world-class workforce at all levels. To do that, we must create a working environment that values diversity and inclusion and protects the right of each employee to fair and equitable treatment. Our policies and practices strive to assure equal employment and advancement opportunities for all qualified people. We will maintain appropriate standards of conduct in the workplace and always be sensitive to the concerns of our diverse group of colleagues. Employment discrimination based on gender, race, ethnicity, disability, national origin, religion, age or sexual orientation is prohibited.

We recognize that even where anti-discrimination laws exist, the gender wage gap and under-representation of women and minority groups in the workforce, particularly at senior management levels, have proven to be persistent social problems. Our approach to addressing these issues includes global pay equity reviews and hiring programs aimed at increasing diversity. AMETEK has also made unconscious bias training available to over 3,000 employees globally, including separate in-person training for the CEO and senior leadership. We communicate AMETEK's approach to diversity and other workplace related human rights through training and the activities of our women and minority affinity groups.

Additionally, we acknowledge the right of our employees to form trade unions and to bargain collectively, subject to national statutory regulations and existing agreements. We also acknowledge employee rights to join or not join any lawful labor organization they choose. We

are committed to providing a fair wage to our employees in each job market and ensuring that our compensation meets all legally established minimum wage requirements. We conduct regular wage and benefit surveys to ensure we provide competitive remuneration to all employees. We also ensure that we meet all national provisions and agreements regarding working hours.

### **Security**

Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

### **Training**

At AMETEK, we believe that a talented, engaged and dynamic workforce is vital to our success. We provide training to our employees that meets or exceeds regulatory compliance requirements, and quality and safety standards. As part of our anti-bribery program, which is overseen by our General Counsel, we also provide annual anti-bribery training to managers and employees who are in customer-facing roles.

### **Water Resources**

We respect the human need for sustainable water supplies and safe drinking water. A vast majority of our operations and processes are designed to not be water intensive.

### **Free, Prior and Informed Consent**

We support the principle of free, prior and informed consent (FPIC) and seek to maintain open and positive relationships with all the populations in the communities in which we operate. As we typically establish facilities in industrial corridors or complexes where other industrial activities are present, we do not maintain a formal FPIC process. We do not anticipate developing operations that would require the involuntary resettlement of indigenous populations.

### **Suppliers**

We require our suppliers to maintain an effective ethics and compliance program and to adopt a similar approach to human rights and environmental health and safety. We commit to communicating this policy to suppliers and other external stakeholders through our website, [ametek.com](http://ametek.com).

### **Implementation of This Policy**

This policy is observed by all of our locations and employees across the globe. Our business unit leaders are responsible for ensuring compliance with this policy, and report on human rights issues.

A violation of this policy, or any other ethics or Code matter can be addressed through the AMETEK Hotline which can be accessed through the on-line portal at [www.ametekhotline.com](http://www.ametekhotline.com) (available in multiple languages) or by calling toll free 1.800.461.9330 from the United States. If dialing from outside the United States, additional phone numbers are available at [www.ametekhotline.com](http://www.ametekhotline.com). Other reporting methods are contained in our Code. We are

committed to reviewing all allegations of violations of this policy.