



Global Human Rights Policy

Regal Rexnord's commitment to promoting human rights is reflected in our core value of responsibility. At Regal Rexnord, social responsibility reflects a commitment to care for our associates, the communities where our associates live and work, and the planet we inhabit. We believe that social responsibility and our commitment to human rights are important factors for the long-term success of Regal Rexnord.

Consistent with this commitment, we act in alignment with: the UN Guiding Principles on Business and Human Rights; the UN Global Compact's Ten Principles; the Universal Declaration of Human Rights; internationally-recognized labor standards, such as the International Labor Organization's Declaration on Fundamental Principles and Rights at Work; and all applicable laws and regulations.

SCOPE

This policy applies to Regal Rexnord Corporation and its global subsidiaries and controlled affiliates ("Regal Rexnord"), Regal Rexnord associates, and others who may act on our behalf.

OUR COMMITMENTS

Consistent with our core values, Regal Rexnord is committed to meeting its responsibility to respect and uphold basic human dignity and human rights by:

- Requiring a respectful and harassment-free work environment that is free from discrimination on the basis of race, color, religion, sex, national origin, age, ancestry, gender identity, gender expression, sexual orientation, marital status, citizenship status (unless required by applicable law or government contract), disability or veteran status, or any other status or characteristic protected by applicable law, as outlined in our [Code of Business Conduct and Ethics](#);
- Requiring our associates and others who may act on our behalf to avoid bribery and corruption in all business activities involving Regal Rexnord, as outlined in our [Anti-Corruption Policy](#);
- Providing safe and confidential channels for our associates and business partners to report suspected misconduct, including suspected violations of our Code of Business Conduct and Ethics, our Anti-Corruption Policy and this Human Rights Policy, through our [Integrity Line](#);
- Offering market-competitive compensation and benefits to our associates;
- Prohibiting child labor and all forms of forced or compulsory labor in our business and supply chain;
- Requiring our business partners to meet our expectations regarding human rights and compliance, as set forth in our [Global Supplier Requirements and Expectations Manual](#);
- Upholding our associates' right to the freedom of association and recognizing their right to collectively bargain;
- Providing safe working conditions for all of our associates;

- Promoting Regal Rexnord's responsibility to the environment by prioritizing the development of energy-efficient products and improving the environmental-friendliness of our manufacturing operations; and
- Respecting the legitimate privacy interests of those from whom we collect, process and or transfer personal data, as outlined in our [Global Privacy Policy](#);

OWNERSHIP AND REPORTING

Regal Rexnord's Vice President, Chief Human Resources Officer and the VP, General Counsel and Secretary are responsible for implementing and administering this policy.

If you think someone might be violating this policy, speak up! We encourage you to report any suspected violations of this policy to your direct manager, other company leaders, any member of the human resources team or legal team, or through our [Integrity Line](#). Every good faith report will be investigated fully and fairly. If we determine that misconduct has occurred, we may take disciplinary action against the people responsible, up to and including termination. Regal Rexnord does not tolerate retaliation against employees for good faith reports of violations or suspected violations.

Effective as of June 1, 2022