

 <b>ITT</b>	<b>CORPORATE POLICY</b>
Policy Number: <b>22-02</b>	Rev: <b>A</b>
Policy Title:  <b>Human Rights</b>	Effective Date: <b>FEB 22, 2011</b>
	Function:  <b>CORPORATE RESPONSIBILITY</b>
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## 1.0 OVERVIEW

### 1.1 PURPOSE

Human rights are the standards of treatment to which all people are entitled, and ITT is committed to identifying, preventing and addressing actual or potential human rights impacts within our sphere of influence.

Although human rights are principally the responsibility of national governments, human rights have become increasingly important for global businesses. ITT fully supports and adheres to the principles of both the Universal Declaration of Human Rights and the United Nations Global Compact wherever we operate.

ITT shall serve as a positive influence in the communities in which we operate, demonstrating by our actions our belief that human rights violations are both avoidable and unacceptable. ITT will work to identify and do business with supply chain partners who aspire to conduct their business in a similar manner.

### 1.2 SCOPE

This ITT Human Rights policy is intended to operate in conjunction with ITT's Vision & Values, other ITT corporate policies, and the Code of Conduct. This policy applies to all ITT employees and supply chain partners within ITT's sphere of influence around the world.

### 1.3 ROLES & RESPONSIBILITIES

ITT has long addressed our belief in human rights, dignity, and fairness in our employment practices, non-discrimination policies, minimum age requirements, fair compensation policies, and our policies on health, safety and security of our employees and our facilities.

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ITT supports, respects, and will comply with local laws and regulations in all locations where we do business. We respect the sovereignty of governments throughout the world and the responsibility of such governments to protect the rights, welfare and health of their citizens; however, we expect our employees to abide by both the letter and spirit of ITT’s Vision & Values, Code of Conduct, policies and processes in their dealings worldwide which in some cases may be above and beyond what is required by local laws and regulations.

1.4 KEY TERMS

**United Nations Global Compact:** a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption.

**Universal Declaration of Human Rights:** a declaration adopted by the United Nations General Assembly on 10 December 1948, comprising 30 articles that outline a comprehensive perspective of human rights.

2.0 POLICY

2.1 Human Rights

ITT is committed to conducting our business in a manner that respects and advances human rights based on the **Universal Declaration of Human Rights** that our values and operating principles directly support.

ITT will not willingly or knowingly assist in any violation of human rights, nor benefit from human rights abuses committed by another party, nor remain silent when human rights violations are being committed.

2.2 Labor

ITT is committed to the freedom of association and the recognition of the right to collective bargaining provided by law.

ITT is committed to the elimination of all forms of forced and compulsory labor including but not limited to prison and bonded labor.

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ITT is committed to the strict prohibition of human trafficking and effective abolition of child labor.

ITT is committed to providing safe and secure working conditions for employees, contractors, and all others working on ITT's behalf.

ITT is committed to complying with all applicable wage and hour laws.

ITT is committed to the elimination of discrimination with respect to employment and occupation, including not making employment-related decisions based on any characteristics protected by applicable law, such as age, color, gender, gender identity, national origin, physical or mental disability, race, religion, sexual orientation or any other legally protected personal basis.

### 2.3 Raising Concerns

In order to identify, prevent and address actual or suspected human rights violations within our sphere of influence, any and all persons are requested to report such concerns through the several ITT processes available, including an anonymous external reporting system, as outlined in the Code of Conduct.

All persons who report suspected human rights violations in "good faith," that is honest, complete and accurate information, can do so anonymously and confidentially and will be protected from retaliation as outlined in the Code of Conduct.

Furthermore, ITT will investigate all reported issues and will take appropriate action against any employee who violates the human rights of others.

## 3.0 SUPPORTING DOCUMENTS

Doc Number	Title
	Code of Conduct
30-01	EEO/Substance Abuse/Violence in the Workplace
40-13	Compliance Issue Handling & Communication
22-02.1	Human Rights FAQ