

 ITT	CORPORATE POLICY
	Rev: E
Policy Title: <p style="text-align: center;">Human Rights</p>	Effective Date: October 1, 2020 Function: <p style="text-align: center;">Human Resources</p>
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1.0 OVERVIEW

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 negative 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. Wherever ITT operates, we fully support and adheres to the principles of the Universal Declaration of Human Rights, the United Nations Global Compact and the International Labour Office International Labour Standards.

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.

2.0 SCOPE

This ITT Human Rights policy is intended to operate in conjunction with ITT corporate policies, and the ITT Code of Conduct.

This policy applies to all ITT employees and supply chain partners within ITT's sphere of influence around the world.

3.0 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.

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

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ITT’s 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.

4.0 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.

International Labour Office International Labour Standards: a system of labour standards aimed at promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and dignity.

Good Faith – Concerns submitted with an absence of malice or malicious intent; in the belief that a violation may be occurring where the sole motive for asking the question or raising the allegation is to seek clarity/guidance, or to prevent misconduct from occurring.

5.0 POLICY

5.1 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.

5.2 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.



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.

5.3 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, and in the ITT Speaking Up Policy, to the extent permitted by national law.

All persons who wish to report suspected human rights violations in "good faith," can do so anonymously and confidentially, to the extent permitted by national law, 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.

6.0 SUPPORTING DOCUMENTS

Doc Number	Title
	Code of Conduct
	Speaking up Policy
	Compliance Issue Handling & Communication
	Human Rights FAQ

7.0 SUPERSEDED DOCUMENTS



Document Number & Revision	Title

8.0 CHANGE LOG

Document all modifications to this policy in DESCENDING order (most recent to oldest), and include when policy was initially released and expired.

Date	Rev	Change Made	Reason	Name
October 1, 2020	E	Minor Revisions	Alignment	D. DeMeritt
August 29, 2016	D	Minor Revisions adding International Labour Standards reference and Good Faith definition.	Update	D. DeMeritt
August 24, 2012	C	Minor Revisions	ITT Spin-off	D. DeMeritt
Mar 15, 2011	B	Modified section 2.3	More clarity about use of EthicsPoint	T. McDaniel
Feb 25, 2011	A	New Policy		J. Lenzi