



A. O. Smith Corporation Statement on Human Rights

A. O. Smith Corporation respects and upholds basic human dignity and human rights, they are core to our values and our Guiding Principles.

Our employees and suppliers are expected to act in a socially and environmentally responsible manner. We require them to comply with all applicable laws and regulations and demand corruption-free decision making. Management decisions should include consideration of appropriate equal employment, environmental, occupational health and safety, and human rights and labor policies.

We hold our employees and suppliers accountable for complying with such policies. Where applicable, we have incorporated such language in our supplier contracts.

Labor

We do not tolerate the use of child labor, forced labor, or human trafficking within our operations and supply chain. We prohibit the employment of individuals under the minimum age allowed by applicable law. Our labor policies follow these laws, including the UK Modern Slavery Act 2015.

We respect employees' voluntary freedom of association, including their voluntary right to join or not join labor organizations in compliance with applicable laws.

We provide fair compensation and benefits, and comply with applicable wage laws, regulations, and relevant collective bargaining agreements, including those relating to minimum wages, overtime hours and legally mandated benefits.

Safety and Health

We are committed to minimizing worker exposure to potential safety hazards through proper design, engineering and administrative controls, preventive maintenance, and safe work procedures. We maintain appropriate emergency plans and response procedures. We strive to continuously improve health and safety performance in all our operations.

Harassment and Discrimination

We are devoted to maintaining a work environment free from physical or mental harassment, abuse and intimidation, including that related to race, gender identity, sexual orientation, age, pregnancy, caste, disability, union membership, ethnicity, religious beliefs or any other factors protected by law.

Environment

We are committed to minimizing the environmental impact of our operations by recycling and minimizing waste, preserving natural resources like water, reducing emissions generated by our activities, and avoiding or minimizing the use of hazardous substances. We acquire maintain and comply with appropriate environmental laws, permits and regulations.

Governance

We prohibit corruption, extortion, embezzlement, bribery, and any other means of obtaining an improper advantage. We respect the legitimate right to privacy and collect, use, and process personal information of AOS's employees, customers, and third parties in accordance with applicable privacy laws. We appropriately protect employee, customer and supplier "Whistleblower" confidentiality and prohibit retaliation for reporting violations in good faith.

Reporting Suspected Violations and Other Ethical Concerns

We encourage employees to raise any issues and concerns with their Supervisor, Facility Leader, Human Resources department, a member of the Legal Department or through the 24-hour Integrity Helpline. Additional Information and guidance can be found in our Guiding Principles. To report an incident anonymously visit the Integrity Helpline at **aosintegrity.com**.

Updated: November 2022