

## Human Rights Policy

### Policy Statement:

Respect for human rights is a fundamental value of Miller Broach / Miller Production and Machining. It defines our relationships with our employees, our expectations of suppliers and contractors, and our engagement with communities and customers.

### 1.0 Purpose:

To set a standard for Miller Broach / Miller Production and Machining, our employees, suppliers and contractors to respect Human Rights.

### Policy:

- Miller Broach / Miller Production and Machining employees and Miller Broach / Miller Production and Machining suppliers shall abide by and procure products and services in a manner that integrates respect for Human Rights and fiscal responsibility.

### 2.0 Responsibilities:

Management Team:

- Commitment to Policies:
  - All employees.
- Responsible for flow down to Suppliers and Contractors.
  - Purchaser.
- Responsible for reviewing information for completeness.
  - Business Manager

### 3.0 Objectives:

### Human Rights Policy Scope

Miller Broach and Miller Production and Machining believe in fundamental standards that support our commitment to our employees, our business partners, our customers, and our communities. We have therefore created and adopted a Human Rights Policy. We commit to implement universal sustainability principles that meet fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption. Although many of the standards set forth in this Policy align with basic working conditions and human rights concepts advanced by international organizations such as the International Labour Organization and the United Nations Global Compact on Human Rights, this policy represents Miller Broach and Miller Production and Machining's own minimum standards for working conditions and human rights that applies to our employees, suppliers, and business partners. While local laws or regulations may necessitate a different interpretation or application of this Policy, Miller Broach and Miller Production and Machining believe that the fundamental values set forth in this Policy should serve as our minimum business standards and comply with applicable laws and obligations;

## **Nondiscrimination and Harassment**

Miller Broach and Miller Production and Machining is an Equal Employment Opportunity Employer and will not tolerate any form of discrimination or harassment in respect of employment and occupation and should provide equal opportunity in employment and equal pay for equal work regardless of worker or applicant characteristics such as age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered military/veteran status, genetic information, or marital status or any legally protected status.

We are dedicated to fulfilling this policy as it relates to decisions regarding employment, promotion, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and benefits, and selections for training, including apprenticeships/internships, as well as any other terms or conditions of employment.

Success at Miller Broach and Miller Production and Machining is a direct reflection of our people and culture. We believe that our values driven culture provides a competitive advantage. We embrace and value the diverse backgrounds of all our employees and seek to create an atmosphere in which ideas can be expressed freely in an environment of mutual respect, trust, and honesty and must be part of our business practices. These principles shall also be applied to customers, suppliers and subcontractors working on the company's premises;

We provide for Women's Rights, Diversity, Equity, and Inclusion to prevent discrimination and physical, psychological and verbal abuse in the work environment and to foster and promote inclusive cultures where diversity is valued, allowing everyone to contribute fully and reach their maximum potential. These principles shall also be applied to customers, suppliers and subcontractors working on the company's premises; We respect the rights of Minorities and Indigenous People, local communities, to decent living conditions, education, employment, and social activities;

## **Freedom of Association, Work Environment, and Compensation**

Miller Broach and Miller Production and Machining respect our employees' right to individually decide to join or to refrain from joining any lawful organization. The Company is committed to complying with laws pertaining to freedom of association, consultation, and collective bargaining, and to promoting a work environment that fosters communication, productivity, employee engagement and to allow workers to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment.

Miller Broach and Miller Production and Machining provide employees with compensation and benefits that are fair and equitable for the type of work performed and the local business market

where the work is performed. Employees receive at least the minimum wage required by laws and are provided with benefits and overtime compensation compliant with applicable laws.

We strive to provide our workers with remuneration in accordance with applicable regulations and prevailing industry practices; such remuneration should be adequate to cover basic needs and enable a decent standard of living for the workers and their families, which includes respecting minimum wages, overtime compensation, medical leave and government-mandated benefits;

Working Hours will comply with local laws and collective bargaining agreements (where applicable) regarding working hours, or with the ILO Standards on Working Time in the absence of relevant local regulations.

Training and career development plans adopt continuous training paths and evaluation methods aimed at making workers reach their full potential;

### **Protecting Employee Privacy**

Miller Broach and Miller Production and Machining are committed to providing privacy protection of employee data maintained by the Company. Employee data will be used for the sole purpose of supporting Company operations and providing employee benefits. Miller Broach and Miller Production and Machining have safeguards in place to ensure personal data is protected from unauthorized access and disclosure, including limiting access to such data only to those employees with legitimate business purposes.

### **Prohibiting Forced Labor and Child Labor**

At Miller Broach and Miller Production and Machining, the employment relationship must be voluntary, and the terms of employment must comply with applicable laws and regulations. Companies prohibit employment of forced labor or child labor and require suppliers to comply with these standards also. We are committed to observe the minimum employment age in our business activities and throughout our supply chain in accordance with the ILO Minimum Age Convention and shall ensure that child labor is not tolerated in any form; Miller Broach and Miller Production and Machining are committed to ending Modern Slavery and to prohibit any forms of forced, bonded or compulsory labor, including human trafficking; The companies

Miller Broach and Miller Production and Machining maintain ethical recruiting practices and will not mislead or defraud potential workers about the nature of the work, ask workers to pay recruitment fees, and/or confiscate, destroy, conceal, and/or deny access to worker passports and other government-issued identity documents. Workers must receive a written contract or employment notification at the start of their recruitment in a language well understood by them, stating in a truthful, clear manner their rights and responsibilities;

## **Promoting Safety, Health, and Environment**

Miller Broach and Miller Production and Machining are committed to providing employees with a safe and healthy work environment. We strive for continuous improvement in our products and processes to minimize waste and protect the environment.

## **Expectations for Our Suppliers**

Miller Broach and Miller Production and Machining are committed to the highest standards of ethical and business conduct. Our relationship with our business partners, including our suppliers, vendors, consultants, and contract laborers, are defined by contracts which are based on lawful and ethical practices. We request that our business partners adopt and enforce standards like those in this Policy.

## **Doing Business Globally**

As a global company, Miller Broach and Miller Production and Machining engage in business transactions cross borders. We are committed to engaging in reasonable due diligence and screening of customers and suppliers to ensure compliance with laws that regulate international trade.

## **Promoting Enforcement of the Policy**

Miller Broach and Miller Production and Machining believe that the ability to enforce a policy is as critical as the adoption of the policy. To promote the enforcement of this Policy, Miller Broach and Miller Production and Machining will inform employees about it and encourage employees who believe this Policy has been violated to report the suspected violations through the Company's Complaint policy. No retaliatory action will be tolerated against anyone who raises concerns about violations of this Policy. We take all necessary measures throughout our organization and supply chain to assess, address and if necessary, take remedial action in respect of practices that are not in compliance with our Employee Handbook and Business Code of Conduct in general and those that do not comply with all internationally recognized human rights, individual liberties, and labor standards.

## **4.0 Related Documentation**

QMS Procedure Sections:

- MB 5.0 Management Responsibility
- MB 7.1 Training & Competency
- MB 8.4 Purchasing
- Appendix A, Quality Records Table

Forms and other documentation:

- UN Guiding Principles on Business and Human Rights (UNGPs).
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- Universal Declaration of Human Rights (UDHR).
- Employee Handbook
- Vendor Contact List
- Vendor Registration Certificates/Letter of Compliance
- Purchase Order w/ Terms and Conditions

## 5.0 Revision History

This section was originally issued on 12/28/25 at Revision 0. The table below indicates any changes that have been made since the initial release.

Date	Details of Change	Revision
12/29/25	Format and added sections 2,4 and 5	1