

Human Rights Policy

At Enerpac Tool Group (ETG), our values are the foundation for the way we do business. They unite us under one set of shared beliefs, helping us act in concert to achieve our business objectives the right way—with integrity, respect for others and for the mutual benefit of our company and all its stakeholders.

ETG endeavors to conduct its business in a socially responsible and ethical manner consistent with human rights principles. Our approach to human rights is guided by international standards; we respect and support the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, core Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights.

Our commitment to human rights applies throughout all aspects of our business and in all geographies where we operate. This policy applies to all employees and contractors, employees of our subsidiaries, our operations and services, and our suppliers and other business relationships.

We continuously evaluate our operations and supply chain to identify, assess, and address human rights risks, and we engage key stakeholders. We inform and instruct our employees and suppliers on matters relating to human rights and suppliers, including through employee training and our Supplier Guidelines. Anyone, including employees, employees of suppliers and external stakeholders can report human rights concerns through our independent, 24/7 [EthicsPoint Helpline](#).

Our Principles

Diversity, Non-Discrimination and Non-Harassment: ETG values diversity in our workforce, and in our customers, suppliers, and others. We provide equal employment opportunity for all applicants and employees. We are committed to ensuring that all workers are treated equally, and we do not tolerate discrimination or harassment based on race, ethnicity, gender, sexual orientation, religion, disability, or other characteristic protected by law.

Prevention of Human Trafficking, Forced Labor and Child Labor: As further set out in our Policy Against Human Trafficking and Slavery, we do not tolerate the use of child labor, forced labor, or human trafficking in any form—including slave labor, prison labor, indentured servitude, or bonded labor—in our operations or supply chain. We forbid harsh or inhumane treatment including corporal punishment or the threat of corporal punishment.

Workplace Health and Safety: We are committed to providing a safe and healthy workplace with appropriate rules and practices for reporting and preventing accidents, injuries, and

unsafe conditions, procedures, or behaviors to protect our employees, business partners, and community.

Freedom of Association: We respect freedom of association and our employees' right to join, or not to join, third party organizations such as labor unions or other lawful organization of their own selection, along with the right to bargain or not bargain collectively, in accordance with local laws, without fear of reprisal, intimidation, or harassment. We are committed to fostering open communication between all of our employees and managers, regardless of whether they are in unions, and providing our employees with access to mechanisms to address their concerns and provide appropriate remedial action.

Supply Chain: We expect our suppliers to adhere to these same principles, as listed here and in our Enerpac Global Supplier Code of Conduct & Ethics, and to respect human rights in their operations and business relationships. We expect our suppliers to have in place policies and due diligence measures to ensure adherence to these principles. Failure to abide by our Human Rights Policy may result in remedial action up to and including termination of our relationship.