

Human Rights & Labour Conditions Policy

Halma plc ("Halma") is a group of more than 50 lifesaving companies committed to acting in a socially and environmentally responsible manner, complying with the law and respecting human rights wherever we do business. Our Human Rights Policy reflects our core commitment to upholding the principles of the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We are committed to working towards the implementation of the UN Guiding Principles on Business and Human Rights by supporting Halma companies to embed human rights due diligence across our operations and supply chains. Compliance with the fundamental principles contained in this Policy is woven into our Code of Conduct and Supplier Code of Conduct.

Scope

This Policy applies to all Halma Entities, Halma Employees and to Associated Persons, including subsidiaries. All Group business partners (including suppliers, vendors, distributors, customers and anyone the Group engages in business with) are to be made aware of and comply with the principles contained in the Policy as well as all applicable laws.

Our core commitments

We are committed to upholding the following key principles relating to human rights:

1. The effective abolition of child labour

- Exploitation of child labour is unacceptable under any circumstances.
- No person under the minimum legal working age applicable to their country may be employed by any company within the Group.
- No children under the age of 18 are permitted to perform hazardous work that exposes them to health, safety or moral danger or harm, or that improperly interferes with their educational development.

2. The elimination of all forms of forced or compulsory labour

- We prohibit participation in human trafficking; forced, involuntary, or slave labour; or purchase materials or services from companies using forced, involuntary, or slave labour.
- All work and overtime must be voluntary, and workers must be free to leave their employment after reasonable notice.
- We prohibit all forms of debt bondage. Workers should not be required to lodge "deposits" or their identity papers with their employer. The employer is responsible for all recruitment-related fees and costs, including those charged by labour agents, recruiters, or intermediaries.
- Workers must be free to move, enter and leave their workplace, and live outside employer-controlled accommodation. Freedom of movement and residence must not be restricted.

3. Freedom of association and the right to collective bargaining

- Where in conformance with local law, it is expected that Group companies and suppliers must respect and adopt a non-discriminatory attitude towards the activities of trade unions and their organisational activities.

- Workers' representatives must not be discriminated against and must have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, Group companies and suppliers will facilitate and not hinder the development of parallel means for independent and free association and bargaining.

4. The elimination of discrimination in respect of employment and occupation

- Group companies and suppliers must commit to a workplace free of harassment and unlawful discrimination.
- Discrimination or harassment based on *inter alia*: gender, race, marital or pregnancy status, national origin, religion, age, disability, sexual orientation, union membership or political affiliation in hiring and employment practices such as wages, promotions, rewards, and access to training, promotion, termination or retirement is not permitted.

5. A safe and healthy working environment

- Group companies and suppliers must provide workers with a safe and healthy work environment in accordance with all applicable health and safety laws, regulations and standards and must provide access to safe and clean sanitation facilities as well as potable water.
- Proactive measures that support accident prevention and minimize health and safety risk exposure in their operations must be taken.
- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited.
- Where accommodation is provided, living conditions are safe and decent.

6. Compensation and working hours

- Employees shall be paid wages and benefits that meet or exceed minimum national legal requirements.
- Employees shall work hours that do not exceed national laws.

Key expectations

Due diligence implementation:

We will give effect to this commitment by supporting our operating companies to strengthen risk-based approaches and procedures aligned to the OECD Guidelines for Multinational Corporations to prevent, mitigate and, where appropriate, remedy adverse human rights impacts that may result directly from our operations or that may be linked directly to our business through our relationships with suppliers.

All Group Companies are expected to carry out appropriate, risk-based human rights and modern slavery due diligence on any third party that they are considering engaging with in their supply chain and own operations. All companies are also expected to report any suspected human rights violations.

The UK Modern Slavery Act:

Halma plc and its relevant subsidiaries are committed to complying with the requirements of the Modern Slavery Act 2015 and produces a statement annually detailing steps taken to prevent and mitigate modern slavery risk in our own operations and supply chain.

Conflict Minerals:

Where applicable to their products or supply chains, suppliers that provide Halma with goods containing tin, tantalum, tungsten or gold (collectively known as “3TG”) must exercise due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas to determine whether those metals have directly or indirectly financed or benefited armed groups and security forces. Suppliers must be able to provide us with their policies, procedures and due diligence reports.

Grievance and Reporting Mechanisms

Halma provides confidential reporting channels, including a whistleblowing hotline, open to all stakeholders, and will protect whistleblowers and will not tolerate any form of retaliation, harassment, or adverse treatment of any individual who raises a concern in good faith. We are committed to working with suppliers, in the first instance, where issues have occurred to understand root causes, strengthen processes to prevent reoccurrence and support remedy for affected workers where appropriate.

Responsibility

Halma is a decentralised organisation. Individual operating companies are responsible for management of their own individual supply chains and third-party relationships. Whilst we believe that everyone in our organisation is responsible for having due regard for human rights, for the purposes of this policy:

- At Board level, the Group Chief Executive of Halma has overall responsibility for ensuring that human rights considerations are integrated into the way we operate.
- Managing Director or equivalent is responsible for ensuring this policy is implemented within their operating company.
- Managers and supervisors must provide leadership that respects human rights as an equal priority to other business issues.

Halma plc is committed to continuous improvement of labour standards across its operations and supply chains. This includes periodic reviews of this policy, employee training, and updates to our guidance.