

Lincoln Electric is dedicated to the recognition and safeguarding of human rights in all countries in which we operate. This policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights. Employees throughout our organization are expected to comply with this policy, as well as our Code of Corporate Conduct and Ethics, which requires a commitment to ethical business practices and integrity at all times.

EMPLOYEE RELATIONS

Lincoln Electric provides employees the opportunity to work in an environment that is free from harassment and intimidation. We maintain a 'zero tolerance' harassment policy for employees and encourage reporting of any such issues. Our policy prohibits any verbal, written or physical conduct that degrades, belittles, ridicules or intimidates others, including sexual harassment. Our policy supersedes local laws and applies to all of our employees and non-employees (ie: visitors, contractors, customers or vendors) who initiate prohibited behavior. Managers and Human Resources employees are responsible for supporting this environment by enforcing open door policies and resolving employee concerns in a fair and timely manner.

FORCED LABOR & CHILD LABOR

Lincoln Electric stands against all forms of slavery, including involuntary or coerced labor, unlawful child labor, human trafficking and sex trafficking and against the funding of armed groups engaged in conflict and human rights abuses. We will not tolerate any act of recruiting, harboring, transporting, providing or obtaining a human being for compelled labor or other unlawful purposes within our business or supply chain.

EQUAL OPPORTUNITY, ANTI-HARRASSMENT AND DIVERSITY

Lincoln Electric supports equal opportunity and hiring employees that represent a broad spectrum of cultural ethnicities. Our workplace policy is dedicated to providing a work environment that is free from harassment, including based on race, color, religion, national origin, age, citizenship, gender, marital status, pregnancy, sexual orientation, gender identity and expression, veteran status, or physical or mental disability.

COMPENSATION AND WORKING TIME

At Lincoln Electric, we have a longstanding commitment to equal opportunity in all aspects of employment – including employee compensation, job placement and promotion regardless of gender, race or other personal characteristics. We review and update our HR processes and benchmark roles and compensation externally on a regular basis to help prevent bias and promote a diverse and inclusive workplace. We are committed to complying with local legal requirements governing hours of work or working time.

FREEDOM OF ASSOCIATION/COLLECTIVE BARGAINING

Lincoln Electric considers its relations with its employees to be good. While Lincoln Electric does not believe employees need a third party to stand between them and the Company, we recognize that our employees have the right to express, promote, pursue and/or defend their interests individually or collectively.

ENVIRONMENTAL HEALTH AND SAFETY

Lincoln Electric is committed to minimizing risks to human health and the environment in and around the workplace. We are dedicated to maintaining the health and safety of our employees, customers and neighbors as well as preserving the integrity of our environment while ensuring the quality of our products and services. This commitment is led by management and is the individual and collective responsibility of all Lincoln employees.

ANTI-CORRUPTION

Lincoln Electric complies with applicable laws globally and we maintain high standards and adherence to fair competition wherever we operate, even if our standards are above local laws and customs. We outline our standards in our Anti-Corruption policy and mandate training and reporting procedures for managers and others who may encounter these issues in their work.

SUPPLIERS

In furtherance of its commitment to human rights, Lincoln Electric expects its suppliers to comply with all laws, rules, and regulations in effect in the countries and jurisdictions in which they do business. We may also require suppliers, vendors and contractors to agree to abide by Lincoln's Human Rights policy, or demonstrate a commitment to Human Rights embedded in their own policies.

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