

# Corporate Responsibility Policy



Effective Date: 08 March 2021



# Table of Contents

3	<b>Introduction</b>	11	<b>Community Investment</b>
4	<b>Sustainability and the Environment</b>	12	<b>Employee Safety, Health, and Wellness</b>
4	Emission and Waste Reduction	12	<b>Product Safety, Quality, and Brand</b>
4	Conflict Minerals	13	<b>Our Commitment</b>
5	Carbon and Climate		
5	Product Innovation		
6	Recycling		
6	Environmental Accountability		
7	<b>Social Responsibility</b>		
8	Human Rights Policy		
10	Diversity and Inclusion		
10	Employee Engagement		
11	Talent Development		

# Helios Technologies, Inc. Corporate Responsibility Policy



## Introduction

Helios Technologies, Inc., along with its affiliates and subsidiaries (collectively, “Helios”), is committed to upholding the highest standards throughout its operations. As a global corporation, Helios strives to not only create a corporate environment that encourages positive environmental and social action, but also to set an example for other corporations.

We believe that a large part of our success is **reflective of the positive** impact we make on the world around us.

We strive to develop our sustainability and social policies to be in line with the United Nations 17 Sustainable Development Goals. We believe that our own goals are aligned with the United Nation’s mission to build a better world for people and our planet by 2030. We also seek out ways in which we can incorporate our Environmental, Social, and Governance (ESG) objectives to become a more sustainable and responsible company. We recognize that the mission to build a better world for people, our planet, and our organization begins with each one of us.

This policy represents our vision for how we can improve our company by incorporating sustainability and social responsibility both in our daily operations and long-term goals. With sustainability and social responsibility in mind, we can improve our financial performance by implementing environmentally sound practices and boost productivity by creating a positive work environment. We expect all employees, no matter what level, to read and comply with the guidelines set forth in this policy.

# Sustainability and the Environment

Helios is committed to reducing our environmental impact and using natural resources efficiently. Our goal is to implement sustainable practices that promote affordable and clean energy, responsible consumption and production, sustainable infrastructure, and proactive climate action. We have identified six areas in which we believe that we can make significant strides in improving our processes to become a more efficient and sustainable company. In doing so, Helios is committed to protecting the environment and complying with applicable environmental laws, rules, and regulations.

## Emission and Waste Reduction

Helios is committed to reducing harmful Greenhouse Gas emissions and waste, and we have implemented initiatives to reduce our environmental impact. Helios's Emission and Waste Reduction initiatives focus on long-term sustainability on natural resources by maximizing the effectiveness of these natural resources throughout the value stream. To maintain a principled approach to these initiatives, Helios maintains contracts with only certified suppliers to dispose of water, oil, and industrial waste. Additionally, employees at Helios strive to work diligently across the globe to maximize resources through various projects and initiatives. Helios complies with all laws, rules, and regulations pertaining to the proper storage, handling, and disposal of hazardous material and wastes as well as the proper management of wastewater and storm water.

## Conflict Minerals

As a corporation with a global supply chain, we recognize that we have a responsibility to improve our own business operations by identifying and mitigating any processes that may harm the planet or the people that live on it. Helios is committed ensuring that all products or materials supplied do not contain metals derived from minerals or other derivatives originating from conflict regions that directly or indirectly finance or benefit armed groups confirmed or accused of human rights violations. All employees, subsidiaries, suppliers, vendors, and affiliates must understand and comply with the principles and guidelines set forth in Helios's Conflict Minerals Report, Conflict Minerals Policy and its Code of Conduct for Suppliers and Third-Party Vendors, all of which can be viewed [here](#).

# Sustainability and the Environment (continued)

## Carbon and Climate

Helios recognizes its responsibility to implement sustainable practices that reduce its carbon footprint and environmental impact. Our global presence highlights not only the importance of developing sustainable practices, but also the significant, positive impact we can have on the environment by being a leader in the business world.

Climate change is a growing problem around the world that can create lasting impacts for businesses and can devastate vulnerable communities. We are responsible for recognizing not only our role in exacerbating the climate crisis through manufacturing and trade, but also our own risks and vulnerabilities to climate change. We must also remain vigilant of changing climate conditions that may threaten our operations across the world. In an effort to combat climate change and reduce harmful emissions, Helios strives to utilize environmentally sound equipment and facilities that leave as little environmental impact as possible. We also remain committed to continually reviewing our processes to identify where more sustainable measures can be implemented.

## Product Innovation

Helios strives to create sustainable products through processes that are compliant with our environmental goals. As a manufacturer of solutions for both the hydraulics and electronics markets, we have a responsibility to create products that are long-lasting and developed with the objective of leaving as little impact on the environment as possible. We continually review our processes to determine where and how they can be improved to reduce our energy consumption.





# Sustainability and the Environment (continued)

## Recycling

Helios is committed to recycling and being a responsible custodian of the environment in the way it conducts our business. We support environmentally friendly disposal practices and seek to engage with suppliers who do the same. As a manufacturer of goods, we are responsible for upholding sustainable standards in the development of our products. Helios and its subsidiaries have established recycling programs throughout our operations to manage residual materials. We continue to actively promote recycling in all our facilities across the globe by recycling scrap metal, cardboard, and paper.

## Environmental Accountability

Establishing environmental guidelines is only part of our responsibility to promote sustainable practices. The ever-changing conditions of today's environment require businesses to remain vigilant of the changing climate, new environmental threats, weaknesses within sustainability policies, and new opportunities to better improve sustainability measures. We continue to work with stakeholders and outside sources to improve our environmental standards and innovate our product line with more sustainable components.



# Social Responsibility

Helios is committed to promoting a positive corporate environment that not only upholds the corporate values set forth in our [Code of Business Conduct and Ethics](#) (“Code”), but also actively seeks to improve the lives of our employees. We believe that responsible business practices require mutual respect, a strong ethical code, and an investment into improving the lives of those within our community.

We have identified seven areas in which we strive to promote a responsible corporate culture.

1. **Human Rights Policy**
2. **Diversity and Inclusion**
3. **Employee Engagement**
4. **Talent Development**
5. **Community Investment**
6. **Employee Safety, Health, and Wellness**
7. **Product Safety, Quality, and Brand**

# Social Responsibility (continued)

## Human Rights Policy

Helios Technologies, Inc. (“Helios”), together with its affiliates, subsidiaries, employees, partners, vendors, and suppliers, is committed to operating with the highest ethical standards and upholding human rights. We believe that all people should be treated with dignity and respect. Committed to upholding human rights, Helios has established this Policy to ensure that human rights are protected and to create a fair and ethical workplace.

This Policy is guided by the principles set forth in the United Nations Sustainable Development Goals.

Helios leadership and our Board of Directors are focused on ensuring that we do business with suppliers, partners, and affiliates who share our same vision for human rights.

In an effort to improve our human rights performance, we expect all suppliers to adhere to the standards set forth in this Policy and our [Code of Conduct for Suppliers and Third-Party Vendors](#) (“Supplier Code”). Our goal is to encourage and improve our suppliers’ human rights performance. Internally, we engage with employees by providing guidelines and training on topics that are fundamental to our overall human rights goals.

**Fair Treatment** Helios ensures that all affiliates, employees, subsidiaries, vendors, and suppliers are treated fairly and equally. We are committed to maintaining a workplace that is free of discrimination and harassment of any kind. We also do not tolerate physical or mental abuse of any kind, including discipline, harassment,

retaliation, or intimidation. All members of the Helios community are required to uphold the values set forth in the [Helios Code of Business Conduct and Ethics](#) (“Ethics Code”). Any behavior that creates an unfair or unequal environment is encouraged to be reported to management.

### **Diversity and Equal Opportunity**

Helios is dedicated to creating a diverse work environment. We value and seek to advance the diversity and inclusion of the people with whom we work. We are also committed to the protection of women, minority groups, and indigenous groups’ rights. We strictly prohibit unlawful discrimination or harassment of any kind, including discrimination or harassment on the basis of race, color, veteran status, religion, national origin, ancestry, pregnancy status, gender, sex, age, marital status, disability, medical condition, sexual orientation, gender identity or expression or any other characteristics protected by law.

**Stakeholders and Society** We recognize that we are a part of the communities in which we operate. We are committed to engaging and consulting with communities on matters that may affect them, such as human rights, land rights, and health. In order to have a greater impact on the communities in which we operate, we seek to engage with suppliers and partners who share our value of human rights.

### **Fair Labor and Compensation Standards**

All working hours of affiliates, subsidiaries, employees, vendors, and suppliers of Helios



## Social Responsibility (continued)

shall be reasonable and fairly compensated in accordance with applicable laws and regulations. Helios ensures that all employees operate in humane working conditions and are paid a fair and equitable wage relative to the industry and local labor market. We also ensure that all labor is voluntary and that all employment contracts are freely entered into. We prohibit and strongly condemn the use of child labor, forced labor, and human trafficking as noted in both our Corporate Responsibility Policy and Supplier Code. Any violation of labor or compensation standards should be reported to management or our Ethics Hotline and will be investigated thoroughly.

**Safe Work Environment** Helios is committed to ensuring a safe work environment for all affiliates, subsidiaries, employees, vendors, and suppliers. We comply with all applicable laws and regulations, including internal guidelines, to ensure that all employees are appropriately qualified and equipped to operate their work safely. All facilities, including company-owned vehicles, shall be maintained at a standard in accordance with applicable laws. We strive to maintain a safe and healthy work environment, in consultation with our employees, by addressing and remediating identified risks of accidents, injury, and health impacts.

**Natural Resources** Helios is dedicated to continually evaluating and improving its operations in order to become a more sustainable company. We recognize the risks associated with resource scarcity and the effects that scarcity may have on both human

life and our own operations. We also recognize that our operations and products utilize water, which is an increasingly scarce resource. Helios identifies access to safe water as a human right and is essential to human health. We strive to be good stewards of water and seek to minimize waste and contamination.

**Reporting** All members of the Helios community, including our affiliates, employees, subsidiaries, vendors, and suppliers are expected to comply with the guidelines set forth in this Policy as well as our Supplier Code.

Helios encourages any employee, vendor, or subsidiary to report any potential ethical or human rights violation. Any employee who suspects or has knowledge of a possible human rights violation is encouraged to report the violation to the human resources department or report the information anonymously through the Helios Technologies ethics hotline at: [heliotechnologies.ethicspoint.com](https://heliotechnologies.ethicspoint.com).

Helios ensures that any report of a human rights violation will be investigated thoroughly and addressed by the appropriate management authority. No reprisals or retaliatory action will be taken against any employee for raising questions or concerns pursuant to this policy.



# Social Responsibility (continued)

## Diversity and Inclusion

We believe that respecting others means recognizing the dignity of every person and embracing diversity around the world. Helios is committed to maintaining a workplace free from discrimination and harassment, and we encourage diversity in our hiring and employment practices. We require all employees to receive training on how to prevent discrimination and harassment.

It is our responsibility to not only provide equal opportunities for all employees, but also to lift each other up. We are committed to taking positive steps by supporting diversity of all kinds within the corporation and offering comprehensive training that educates employees on underrepresentation and inequality within the workforce.

Our goal is to create a workforce that is a reflection of the world around us. We believe that we are at our best when we are driven by diverse voices, ideas, and thinking. We are continually striving to improve diversity standards within our workforce and to set an example for other companies.

## Employee Engagement

Helios values its employees and is committed to listening to any questions and comments they may have. Helios seeks to provide channels of communications, both formal and informal, in which employees can communicate with the management and receive meaningful feedback. We strive to create an open dialogue between employees and management to discuss ways in which our business and corporate environment can be improved.

We understand that employee engagement extends beyond ways in which employees can voice their concerns for how to improve the quality of our company. Helios is committed to providing safe, anonymous channels of communication through which employees can voice their opinions and concerns regarding any form of ethical or professional violation to a Helios representative. We encourage our employees to review our Code which provides the ethical standards Helios seeks to uphold throughout its operations. As noted in the Code, we have established a confidential reporting hotline through which employees can report violations or concerns anonymously and without fear of retaliation.

# Social Responsibility (continued)

## Talent Development

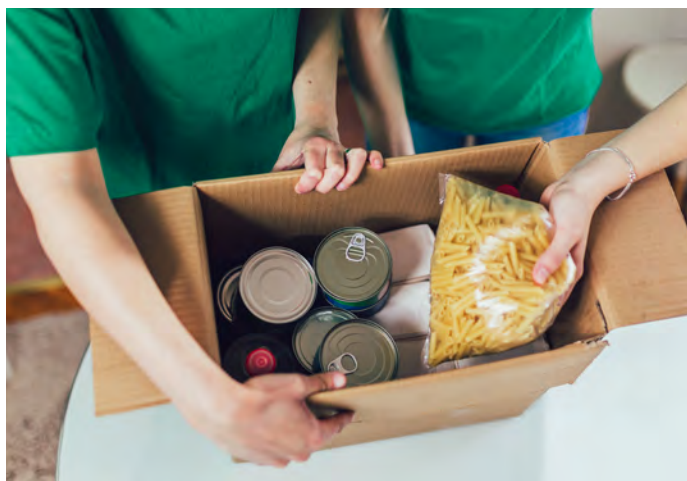
We recognize the importance of cultivating an environment that inspires our employees and encourages them to grow professionally. Helios engages in the development of employees through company-sponsored training and partnering with outside training and assistance programs. Our hope is that, by encouraging employees to engage in training programs, our employees can acquire skills to support growth and development in their careers.

Helios strives to maintain its reputation as an attractive and competitive company in which to work. To uphold our reputation, we know that we must continually work to improve the opportunities we offer to our employees. We are committed to developing workforce policies and programs that not only improve the quality of life of our team members, but also attract talented people who want to contribute to our continued success.

## Community Investment

Helios is committed to making meaningful contributions to the local communities in which we operate. We have a responsibility to take care and serve the communities that allow us to succeed. With unique subsidiaries around the world, we tailor our charitable and community efforts to address the specific needs of the communities we touch.

Every employee, no matter what level or title, is a representative of our company's values. We strive to inspire our employees to be their best at home, at work, and in their communities. In doing so, Helios encourages our employees to give back to the communities by sponsoring a variety of opportunities in which our employees can engage in community improvement projects and initiatives. Helios is committed to supporting numerous charities, engaging with community and industry groups, participating in scholarship and educational opportunities, and encouraging every employee to be active in their own community.



## Social Responsibility (continued)

### Employee Safety, Health, and Wellness

Helios is committed to the safety and well-being of its customers and employees. Helios, along with its subsidiaries, maintains environmental, health, and safety policies that promote the operation of our business in a manner that is protective of the health and safety of the public and our employees. We actively seek out opportunities to increase employee awareness and involvement in improving our health and safety standards.

We recognize that throughout our supply chains we utilize a variety of skilled labor sources. We are committed to providing services, such as occupational therapy and massage therapy, to ensure that our employees can receive comprehensive care when needed. Our commitment to the safety and well-being of our customers and employees reflects our belief that to provide the best products and services, you need the best systems and people.

### Product Safety, Quality, and Brand

Helios strives to develop products of the highest quality. We have a responsibility to develop products that serve a variety of purposes while keeping users safe. Helios is committed to tracking any defects in our products and engaging in proactive feedback with customers to solve any product quality issues. Our commitment to product quality extends not just to customers, but also to our internal operations where the products are developed. Helios, along with its subsidiaries, has developed numerous programs through which we can track any operational accidents and product defects.



# Our Commitment

Helios is committed to upholding sustainable and socially responsible practices throughout our operations. This policy represents our vision for how we can improve our company by incorporating sustainability and social responsibility both in our daily operations and long-term goals.

We are proud of the improvements we have made for our environment and our Helios employees. However, we are always working to improve our sustainability and social responsibility measures to find ways we can better serve our Helios community. We continually review these policies to ensure that they are current and accurately reflect the efforts we make towards creating a more sustainable future.

If you have any questions about this policy, please contact us through our [Helios website](#).

