Carnegie

Human Rights Policy

Designing for People, Planet, and Purpose

At Carnegie, we believe great design should never come at the expense of negatively impacting people or our planet. For more than 75 years, our commitment to innovation and sustainability has gone hand in hand with respect for human rights. We are dedicated to conducting business responsibly, ensuring that the individuals behind our products are treated with dignity, fairness, and respect.

We respect and support internationally recognized human rights and conduct our business in accordance with applicable laws and internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization (ILO) Core Conventions.

This Human Rights Policy applies to all Carnegie operations, including all final manufacturing stage facilities. We also expect our suppliers, contractors, business partners, and other members of our supply chain to uphold these same principles and operate in a manner consistent with this policy.

Our Standards.

Applicable Law and International Human Rights Standards

Carnegie recognizes that national laws and internationally recognized human rights standards may differ across the jurisdictions in which we operate.

Where applicable national law and internationally recognized human rights standards differ, Carnegie will seek to apply the higher standard to the greatest extent permitted by applicable law. Where national law conflicts with internationally recognized human rights standards, Carnegie will respect internationally recognized human rights to the greatest extent possible while complying with applicable legal requirements.

In such circumstances, Carnegie will assess the situation, consider appropriate measures to prevent or mitigate potential adverse human rights impacts, and seek opportunities to promote respect for internationally recognized human rights.

Our Commitments.

Respect and Inclusion

We maintain a workplace free from discrimination and provide equal employment opportunities in all aspects of employment. We foster a culture of respect, inclusion, and equal treatment for every

Dignity at Work

We prohibit harassment, abuse, violence, retaliation, coercion, and any form of intimidation. Every individual has the right to work in an environment where they are treated with dignity and respect.

Freely Chosen Employment

We strictly prohibit all forms of forced labor, bonded labor, indentured labor, prison labor, debt bondage, modern slavery, and human trafficking. Employment must always be freely chosen, and employees must have the freedom to leave employment in accordance with applicable laws and employment agreements.

No Child Labor

We do not employ child labor and comply with all applicable minimum legal age requirements. We also provide appropriate protection for young workers to ensure their health, safety, education, and development.

Responsible Working Hours

We comply with all applicable laws governing working hours, overtime, rest periods, and leave. Overtime, where required, will be voluntary whenever legally permissible and compensated in accordance with applicable law.

Freedom of Association and Collective Dialogue

We respect employees' rights to freely associate, organize, join or refrain from joining labor organizations, and engage in collective bargaining or dialogue, consistent with applicable local laws.

Health, Safety, and Well-Being.

We are committed to maintaining safe and healthy workplaces by implementing effective health and safety management practices, including:

- Access to clean drinking water, sanitation facilities, and appropriate hygiene resources (WASH).
- Emergency preparedness, emergency response planning, and evacuation procedures.
- Safe handling, storage, and disposal of hazardous materials.
- Identification, assessment, and management of workplace health and safety risks.
- Compliance with applicable building, fire, electrical, and occupational safety requirements.
- Ongoing employee training and continuous improvement of workplace safety practices.

Fair Pay

We provide wages, overtime compensation, and employee benefits that meet or exceed all applicable legal requirements.

Toward a Living Wage

While legal compliance establishes our minimum standard, Carnegie supports the long-term objective of wages that contributes toward meeting the basic needs of workers and their families within their local economic context. We continually evaluate opportunities to support fair compensation practices.

Integrity in Business

We conduct business honestly, ethically, and transparently. We prohibit all forms of bribery, corruption, fraud, extortion, and improper business practices and comply with all applicable anti-corruption and anti-bribery laws.

How We Put This Into Practice.

Our commitment to human rights is integrated into our policies, management systems, business operations, and decision-making processes. We communicate these expectations throughout our organization and to our suppliers and business partners and encourage prompt reporting of concerns regarding potential human rights violations.

We periodically assess our practices, monitor compliance, and take appropriate corrective action when opportunities for improvement or violations are identified. We expect our suppliers and business partners to cooperate with these expectations and work toward continuous improvement in human rights performance.

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Governance & Approval.

This Human Rights Policy has been formally reviewed and approved by Carnegie's executive leadership, acting under authority delegated by the Company's governing leadership, and will be reviewed periodically to ensure it remains aligned with applicable laws, internationally recognized human rights standards, and Carnegie's values.

Gordon Boggis, CEO
Carnegie

Oct. 8, 2026