

## **HUMAN RIGHTS STATEMENT**

At HARMAN we are connected by integrity. Our Code of Conduct reflects our company values and aligns these values with our policies to ensure that we do what is right and comply with applicable laws of the countries in which we operate.

HARMAN International, Inc. and all of its businesses and subsidiaries worldwide (“HARMAN”) is committed to conducting business honestly and with respect for human rights. Our approach to human rights is informed by the United Nations International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

In particular, HARMAN commits to the following s:

- Freedom of association and effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labor.
- The effective abolition of child labor.
- The elimination of employment discrimination.
- A safe and healthy working environment.

Additionally, HARMAN:

- Prohibits the use of child labor, forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons anywhere in the world either directly or indirectly.
- Is committed to providing proper working conditions, hours, overtime, and compensation to all employees, which shall, at a minimum, comply with all applicable local laws and regulations.
- Promotes women’s equal enjoyment of all human rights, including socio-economic equality, and respects the rights, including access to water and right to forest and land, of local communities and indigenous people who may be affected by HARMAN’s business activities consistent with international standards.

HARMAN also expects its suppliers and other business partners to uphold the same principles.

While HARMAN’s Legal & Compliance Department has overall responsibility for oversight, implementation, and enforcement of HARMANs Human Rights Policy, each of HARMAN’s business divisions and functions are subject to upholding the principles set forth in this statement. Questions regarding this Policy should be directed to HARMAN’s Legal & Compliance Department at: [oneharmanesg@harman.com](mailto:oneharmanesg@harman.com).



Any potential, suspected, or actual violations of this Human Rights statement can be reported via the HARMAN Whistleblower Hotline. All reports will be treated as confidential to the extent possible and as permissible by law.

**HARMAN Whistleblower Hotline**

- Online at <https://www.whistleblowerservices.com/har/>
- By Phone: +1 (866) 296-4132 (U.S.); collect calling is available for those outside of the U.S.
- By email to [HAR@openboard.info](mailto:HAR@openboard.info)
- Available 24/7
- Reports can be made anonymously (where permitted by law)