



Human Rights & Labor Rights Policy



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Purpose

The Human Rights Policy formally expresses FARO's commitment to the protection of human rights for all. FARO Technologies strives to create an environment that promotes social interaction and embraces diversity in our network of employees, customers, suppliers, and the global communities we serve. At FARO we believe in treating everyone with the utmost respect and dignity. We aim to promote the human rights principles outlined in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights.

Scope

This policy applies globally to all FARO entities and facilities. Furthermore, we expect our suppliers to meet these standards and to adopt policies of their own. FARO is committed to involving our stakeholders in discussion about human rights issues. This includes salient human rights risks and the continuous development and improvement of our policies.

Our Commitment

- We prioritize diversity and inclusion of all FARO personnel and remains committed to equal opportunity employment. This includes maintaining a culture that is without discrimination or harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other protected status.
- We base recruitment, development, compensation and advancement at the qualifications, performance, skills, and experience of the individual.
- We foster a workplace that has zero tolerance for violence, intimidation, harassment, and retaliation.



- We recognize and support our employees' rights to join, form or not to join a labor union without fear of retaliation.
- We strictly prohibit use of forced labor including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. In addition, we prohibit hiring individuals under 18 years old for positions which may require hazardous work.
- We strive to offer our employees competitive compensation in comparison to the labor market.
- We ensure full compliance with all applicable labor laws and remain committed to responsible business practices that do not infringe on human rights.

Revision History

Version	Revision Date	Revised By	Brief Description of Revision
1	July 11, 2022	Joseph Cain	Initial Creation