



Human Rights Policy

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Purpose

This Human Rights Policy outlines FARO's commitment to respecting and promoting human rights throughout our operations, supply chain, and the communities we serve. It serves as a foundation for how we engage with our employees, partners, suppliers, customers, and communities.

Scope

This policy applies to all employees, officers, directors, contractors, consultants, business partners, and suppliers globally. We expect all associated parties to uphold these principles in all aspects of their business.

Our Commitment

FARO is committed to respecting internationally recognized human rights as set forth in:

- The Universal Declaration of Human Rights (UDHR)
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights (UNGPs)
- The OECD Guidelines for Multinational Enterprises

We recognize our responsibility to avoid infringing on the human rights of others and to address adverse impacts with which we are involved.

Key Human Rights Principles

Non-Discrimination and Equal Opportunity

We provide a workplace free from discrimination, harassment, intimidation, violence and retaliation. Employment decisions are based on merit and business needs, regardless of race, color, gender, age, religion, sexual orientation, nationality, disability, or any other protected status. We base recruitment, development, compensation and advancement on the qualifications, performance, skills, and experience of the individual.

Respect for Women's Rights

We are committed to upholding the rights of women in all areas of our operations. This includes promoting gender equality, preventing discrimination and



harassment, and ensuring equal opportunities for advancement and growth. We recognize the importance of a safe, inclusive, and respectful workplace where women can thrive without barriers.

Freedom of Association and Collective Bargaining

We respect the rights of employees to freely associate, join unions, and engage in collective bargaining in accordance with local laws and practices.

Safe and Healthy Working Conditions

We provide a safe and healthy work environment and proactively identify and mitigate health and safety risks.

No Forced or Child Labor

We prohibit all forms of forced labor (including prison labor, indentured labor, bonded labor, military labor and modern forms of slavery), human trafficking, and child labor in our operations and expect the same from our business partners.

Working Hours, Wages, and Benefits

We comply with applicable wage, work hours, and benefits laws and strive to provide fair compensation and benefits that meet or exceed local legal requirements.

Privacy and Data Protection

We respect the privacy rights of our employees, customers, and partners and handle all personal data with care and in compliance with data protection laws.

Implementation

We embed human rights into our corporate governance, risk management, and decision-making processes by:

- Conducting third-party due diligence
- Monitoring and assessing risks
- Integrating human rights into training and awareness programs
- Engaging with stakeholders including employees, communities, and rights holders
- Establishing mechanisms for remedy and grievance

Grievance Mechanisms



We maintain accessible and confidential grievance mechanisms for employees and external stakeholders to raise concerns about potential human rights violations without fear of retaliation. Reports are investigated and resolved in a timely, transparent manner.

Supplier and Partner Expectations

Suppliers and partners are expected to uphold these human rights standards through their own operations and supply chains. Compliance is monitored through audits, assessments, and contractual obligations.



Revision History

Version	Revision Date	Revised By	Brief Description of Revision
1	June 11, 2022	Joseph Cain	Initial Creation
2	June 11, 2025	Troy McAlister	Review and update