

Human Rights Policy

Consistent with our Values, Harsco believes every human being has the right to safe and healthy working conditions, while being treated with dignity and respect. Harsco respects internationally recognized human rights standards, and this policy is guided by the U.N. Guiding Principles for Business and Human Rights. We expect our agents, contractors, consultants, distributors, suppliers and vendors (collectively "Business Partners") to share our commitment to human rights. All employees receive training on our human rights policy through our required Code of Conduct training.

Freedom from Harassment and Non-discrimination

We believe that individuals should be able to work in an environment free of harassment, bullying, and abusive conduct. Our policies prohibit unwelcome conduct that creates a hostile or intimidating environment. We do not condone unlawful harassment, whether sexual or non-sexual in nature, and whether committed by a Harsco employee or someone else with whom we do business. Our policies prohibit unlawful discrimination.

Freedom of Association and Voluntary Labor

Harsco complies with all applicable laws related to freedom of association, consultation, and collective bargaining. Harsco is also committed to voluntary employment, and we strictly prohibit all forms of compulsory labor including child labor, forced labor, slavery and human trafficking.

Safe and Healthy Work Environment

Harsco is committed to providing our employees, contractors and visitors with a safe and healthy work environment. In addition, we believe the right to water is a fundamental human right, and we require all our work facilities to be supplied with clean drinking water, clean and accessible restrooms, adequate lighting and ventilation, emergency exits, and first aid equipment.

Business Partners

We expect our business partners to share our commitment to human rights and to treat people with respect and dignity, encourage diversity and diverse opinions, promote equal opportunity for all, and help create an inclusive and ethical culture. As part of our procurement process, due diligence is performed to screen business partners for compliance risks and all business partners are required to acknowledge Harsco's [Business Partner Code of Conduct](#).

Enforcement of this policy

Harsco encourages all employees who believe this Policy has been violated to report the suspected violations through the Company's Integrity Line, which is a mechanism to anonymously and confidentially report misconduct, 365 days a year, 24 hours a day, and in multiple languages. Retaliation in any form in response to good-faith reports of misconduct is not condoned.