



## HUMAN RIGHTS POLICY

This Human Rights Policy (this “**Policy**”) applies to all AZZ Inc. (“**AZZ**”) employees worldwide, those doing business with or for AZZ, and other third parties who may act on AZZ’s behalf. This global Policy applies to all AZZ locations where AZZ business is conducted.

### **AZZ’s Commitments:**

AZZ is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all individuals, encouraging all individuals to reach their full potential and providing equal opportunity for both personal and professional development to all employees. Specifically, AZZ recognizes its responsibility with regards to:

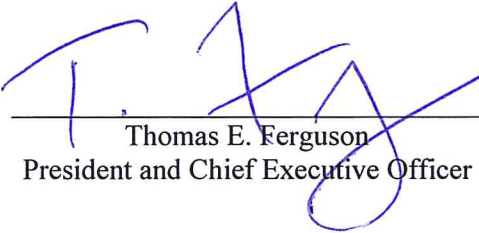
- Workplace health and safety
- The prohibition of forced labor and child labor
- A workplace free from harassment or any form of discrimination
- Freedom of association and collective bargaining
- Complying with all applicable wage, work hours, overtime and benefits laws
- Employee privacy

AZZ respects international human rights principles and our commitment to human rights are guided by the United Nations Global Compact and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work.

### **Reporting for Employees**

The responsibility for ensuring compliance with this Policy is assigned to all employees. AZZ encourages all employees to report any suspected non-compliance or any potential ethics violations related to this Policy by contacting their supervisor, human resources or the legal department, or to report any concerns to the AZZ Alertline. The AZZ Alertline may be accessed 24 hours a day, toll-free at 1 (855) 268-6428 or via the website at <https://azz.alertline.com>, or you may write to the Chief Legal Officer, AZZ Inc., 3100 West 7<sup>th</sup> Street, Suite 500, Fort Worth, TX 76107.

Any suspected misconduct may be reported anonymously. The identity of any person asking questions, raising concerns or reporting suspected misconduct will be safeguarded to the extent reasonably possible. In the event there is a violation of this Policy, AZZ is committed to taking any and all necessary actions to correct any potential negative impact. AZZ will monitor and report on human rights impacts and use that information to perform ongoing human rights risk assessments.

  
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Thomas E. Ferguson  
President and Chief Executive Officer