



HUMAN RIGHTS POLICY

PURPOSE

Consistent with our core values, AZZ Inc. (“AZZ”) is committed to supporting human rights and other workplace rights in our operations and supply chain. We believe every individual has the right to a safe and healthy workplace, should be treated with respect, dignity, and decency. AZZ’s approach to human rights has been designed to align with: (i) the United Nations Guiding Principles on Business and Human Rights; (ii) Ten Principles of the United Nations Global Compact; (iii) the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work; as well as, (iv) all applicable laws of the jurisdictions in which we operate.

SCOPE

This Human Rights Policy (this “**Policy**”) applies to AZZ’s Board of Directors (the “**Board**”), all AZZ employees, and those doing business with or for AZZ, including other third parties who may act on AZZ’s behalf. This Policy applies to all AZZ locations where AZZ business is conducted and is intended to operate in conjunction with our [Code of Conduct](#) and our [Vendor Code of Business Conduct](#).

POLICY

Child Labor:

Child labor is strictly prohibited. AZZ does not use or condone the use of child labor in violation of applicable law in the jurisdictions in which we conduct our business.

Forced Labor and Human Trafficking:

AZZ does not engage in and will not tolerate the use of forced labor of any kind and is committed to the strict prohibition of human trafficking.

Work Hours, Wages and Benefits:

AZZ has established fair and competitive pay levels relative to the industries and local markets in which it operates, as well as its various job descriptions, and are not based on an employee’s gender, age, ethnicity, nationality or other personal characteristics or personal beliefs. AZZ provides compensation and benefits that are competitive and comply with applicable laws, including applicable wage, work hours, overtime and benefit laws.

Freedom of Association:

AZZ recognizes and respects an employee’s right to join or not join any lawful organization. We recognize that our employees have the right to seek labor representation, join unions, and bargain collectively. We respect our employees’ right to make informed choices about labor representation, free of coercion. Where

employees have labor representation, we strive to build a positive, business-focused relationship with their union representatives, while continuing to meet our commitments to each employee under this Policy.

Diversity, Inclusion and Equal Opportunity:

AZZ values the diversity and inclusion of the individuals with whom it works. AZZ supports the protection of the rights of individuals who have been disadvantaged in the workplace, including the rights of women, indigenous peoples and other underrepresented groups. We are committed to equal opportunity and work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at AZZ is qualifications, performance, skills and experience.

Non-Discrimination and Anti-Harassment:

AZZ is committed to a respectful work environment free of any manner of physical and verbal harassment, including bullying and sexual harassment. AZZ maintains strong procedures to prevent such behaviors, including routinely communicating its expectations and providing training to employees and managers.

Safe and Healthy Workplace:

AZZ is committed to providing our employees, contractors and the public with a safe and healthy work environment and to comply with applicable safety and health laws and regulations. In accordance with our [Environmental, Health and Safety \(“EHS”\) Policy](#), we strive not just to meet, but to exceed our EHS requirements. We strive for continuous improvements in our products and processes to minimize waste and protect the environment and the communities in which we operate. In support of our sustainability goals and environmental responsibilities, we are committed to developing and producing products that can be manufactured, distributed, used and recycled or disposed of in a safe and sustainable manner.

REPORT A CONCERN OR COMPLAINT

The responsibility for ensuring compliance with this Policy is assigned to all employees. AZZ encourages all employees, AZZ directors and anyone doing business with AZZ or on its behalf, to report any suspected non-compliance or any potential ethics violations related to this Policy by contacting their supervisor, human resources or AZZ’s Legal Department, or to report any concerns to the AZZ Alertline. The AZZ Alertline may be accessed 24 hours a day, 7 days a week, and in several languages. Reports may be made by calling 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 7th 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 violations, including termination, if warranted. AZZ will monitor and report on human rights impacts and use that information to perform ongoing human rights risk assessments.

In furtherance of its commitment to human rights, AZZ expects its suppliers, vendors and contractors to abide by all laws rules and regulations in effect in the countries and jurisdictions in which they do business. We also expect suppliers, vendors and contractors to abide by this Policy and demonstrate a commitment to human rights via their own policies on business. This expectation is also set forth in our [Vendor Code of Business Conduct](#) which is accessible on our website and is also provided and acknowledged during the

supplier procurement process.

OVERSIGHT

Our Nominating and Corporate Governance Committee of the Board has adopted this Policy on behalf of AZZ and is responsible for overseeing and periodically reviewing the Policy. AZZ's Chief Legal Officer oversees the implementation of the Policy and reports to the Board and its Committees on any significant issues, if applicable.