



## **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 internationally recognized human rights standards in accordance with: (i) the United Nations Universal Declaration on Human Rights; (ii) the Ten Principles of the United Nations Global Compact; (iii) the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work; (iv) the OECD Guidelines for Multinational Enterprises, as well as, (v) 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**

#### ***Forced Labor, Slavery, Child Labor and Human Trafficking:***

AZZ does not engage in and prohibits the use of all forms of forced labor of any kind, including prison labor, indentured labor, slavery, bonded labor, child labor and human trafficking. We are committed to conducting business with the highest ethical standards across all interactions and relationships. This includes implementing systems to prevent forced labor, slavery, and human trafficking. We will not knowingly trade with companies that have been shown to employ or utilize slavery, servitude, forced and compulsory labor, or 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 compensation and benefits are not based on an employee’s gender, age, ethnicity, nationality, other personal characteristics or personal beliefs. AZZ provides compensation and benefits that are competitive with industry peers and comply with applicable labor and employment laws, including wages, work hours, overtime and benefits.

#### ***Water as a Human Right:***

We recognize and respect the human right to water and sanitation for all individuals, including our employees, contractors, and the neighboring communities in which we operate our businesses. We believe that access to clean water is a fundamental right and are committed to protecting it across all of our operations.

### ***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.

### ***Inclusive Culture:***

AZZ is committed to cultivating a corporate culture where everyone feels welcomed, respected, and empowered to grow and thrive. We value the unique contributions of each individual and strive to create a workplace that promotes fairness, dignity, and opportunity for all. We support the protection of rights for individuals who have faced barriers in the workplace, including women, Indigenous peoples, and other historically underrepresented groups. Our commitment to inclusion means maintaining environments free from discrimination or harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity, political opinion, or any other status protected by law. At AZZ, decisions related to recruitment, hiring, placement, development, training, compensation, and promotions are based on qualifications, performance, skill sets, and experience — ensuring that every individual has the opportunity to grow and succeed at AZZ.

### ***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 complying 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 then recycled or disposed of in a safe and sustainable manner.

### ***Community and Stakeholder Engagement:***

AZZ's values include being responsible corporate citizens. We believe in actively being involved in the communities in which we operate our businesses. We recognize our role within the communities where we operate our businesses and actively engage with stakeholders on human rights issues relevant to our business — such as land use, the environmental impact of our business, and public health. Through open dialogue, we aim to listen, learn, and incorporate community involvement into our business operations.

## **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 three languages used across AZZ's operations. Concerns may be submitted on an anonymous basis by calling toll-free at 1 (855) 268-6428 and speaking with a live representative 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 actions necessary 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 conduct 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.