



## **Human Rights Policy**

IPG Photonics Corporation (“IPG”) issues this policy to confirm its commitment to the protection of human rights and fair treatment of all IPG employees in all of IPG’s global operations. IPG supports international principles aimed at promoting human rights and fair treatment as described in the United Nations’ Universal Declaration on Human Rights, the Fundamental Conventions of the International Labour Organization (“ILO”) and the ILO Declaration on Fundamental Principles and Rights at Work. This policy applies to IPG and its worldwide subsidiaries, including regular employees, temporary employees, interns, co-op students, contract employees and any other designation of employee.

IPG assigns the responsibility for ensuring compliance with this policy to all IPG employees, including supervisors, managers, and Human Resources representatives.

IPG values its people. Our culture always has emphasized integrity and fairness alongside innovation and excellence, and we will continue to respect and help employees develop their diverse talents. IPG recognizes its responsibility for:

**Fair Wages and Work Hours** – IPG is committed to ensuring that all employees are fairly compensated in compliance with all minimum wage, overtime and other applicable wage and benefit laws and regulations, including all applicable laws and regulations governing working hours, vacations, holidays, sick leave and other leave periods and break times. Regular workweeks do not exceed 48 hours, and IPG provides at least one day off every seven days absent extraordinary circumstances. IPG supports the ILO MNE Declaration and Reduction of Hours of Work Recommendation.

**Prohibition of Forced Labor** – IPG strictly prohibits using or benefiting from involuntary or forced labor (including bonded, debt bondage, indentured and involuntary prison labor), commercial sex, slavery, or trafficking of persons. IPG will not retain an employee’s government issued identification, passport or work permits as a condition of employment and shall not deny any employee access to their identity or immigration documents. Additionally, IPG does not permit the practice of having employees pay recruitment fees or other related fees, in order to obtain employment. If any employee has paid recruitment fees, IPG will allow such employee to resign at any time and shall require that any recruitment fees be repaid to the employee. IPG adheres to all standards set forth in ILO Forced Labor Convention No. 29 and ILO Abolition of Forced Labor Convention No. 105. For more information, please refer to IPG’s [Anti-Human Trafficking Policy](#) and [UK Modern Slavery Act Statement](#).

**Support of Anti-Discrimination** – IPG does not tolerate discrimination or harassment in any form and supports the protection of individuals based on any category or class protected by applicable federal, state or local laws. IPG adheres to the principles set forth in ILO

Discrimination (Employment and Occupation) Convention 111 and seeks to ensure equal employment opportunity for all individuals and to promote a respectful, diverse and inclusive work environment. For more information, please refer to IPG's [Code of Business Conduct](#).

**Ensure Health and Safety** – IPG is committed to controlling hazards and taking precautionary measures to ensure a safe and healthy work environment to all employees and visitors in compliance with all applicable laws, regulations, policies and standards.

**Employee's Freedom of Association** – IPG respects the rights of employees to affiliate freely with lawful organizations, to choose whether or not to join unions, and to bargain collectively in compliance with all applicable laws. IPG will not favor or discriminate against any employee based on whether the employee belongs to any labor organization. IPG observes ILO Conventions 87 and 98.

**No Child Labor** – IPG does not engage in or benefit from any form of child labor and complies with all applicable laws and regulations prohibiting or restricting the employment of minors. IPG follows ILO Minimum Age Convention 138 and will not hire any individual under the age of 15 or who is underage under local applicable laws and regulations. If IPG determines that any employee is underage, IPG will terminate such employment and take appropriate remedial steps informed by the child's best interest.

**No Animal Testing** – IPG does not condone or conduct animal testing and supports using alternative testing methods.

**Commitment to Responsible Sourcing** – IPG will comply with all applicable laws and regulations governing compliance with disclosure and verification of materials sourcing to reduce the risk of violations in IPG's supply chain.

**Respect for Human Rights and Dignity** – IPG will treat all employees with respect and dignity and will not tolerate any harassment or harsh treatment of employees, including any verbal, physical, sexual or psychological abuse or any other form of mental or physical intimidation or coercion. Improper disciplinary practices, corporal punishment and inhumane treatment will not be tolerated.

Approved: October 2021