

Human Rights Policy

CVG endeavors to conduct our business in a way that respects human rights and the dignity of all people and expects our suppliers and business partners to do the same. CVG respects and adheres to internationally recognized human rights standards including the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

Our human rights commitment is overseen by Executive Management and is governed by the following commitments and objectives:

- We are against human rights abuses such as the exploitation of children, physical abuse, human trafficking and forced or slave labor.
- We do not use child or forced labor in any of our global operations or facilities. CVG respects and complies with all applicable minimum age laws for employment, and we do not permit workers under the age of 18 to perform hazardous duties.
- Women's and minority groups' rights - We are committed to extending our human rights policies to address the protection of minority groups' rights and women's rights.
- Freedom of Association - We comply with laws governing the rights of workers to form and join labor associations of their own choosing and bargain collectively. We also respect the right of workers to refrain from such activities.
- Right to Water: CVG is committed to respecting water as a basic human right. Our understanding of what it means to respect the human right to water in practice continues to evolve; we provide access to water to employees at our facilities while improving our water use in recognition of the ability of others to enjoy this basic right. In so doing, we will strive to respect all people's right to safe, sufficient, acceptable, physically accessible and affordable water in the communities where we operate.

CVG's human rights commitment requires the attention of all employees and leadership. As such, this policy will be reviewed and communicated to all persons working for or on behalf of our company periodically. Failure to conform to our human rights policy is considered a serious infraction and will result in disciplinary action, up to and including termination. Employees are expected to immediately report any actions that do not support our human rights commitment to an onsite supervisor or manager, to Human Resources or to the Legal department.

Our Code of Conduct is available at:

https://s24.g4cdn.com/547171439/files/corp_gov/2020/CVG-Code-of-Conduct-March-2020-Final-Approved-03.05.2020.pdf

Our Conflict Minerals Policy is available at:

https://s24.g4cdn.com/547171439/files/corp_gov/CVG-Conflict-Minerals-Policy-Statement-final3-for-Website.pdf

Our Purchase Order Terms and Conditions is available at:

https://cvgrp.com/wp-content/uploads/2019/09/CVG_Purchase_Order_TsCs_12-15-2016.pdf

