

Human Rights Policy

Respect for human rights is a fundamental value of Harvard Bioscience and its affiliates. For more than 100 years, the Company has built its reputation on trust and respect for others. We are committed to the highest standards of integrity and excellence in everything we do.

We strive to respect and promote human rights in accordance with the United Nations Guiding Principles on Business and Human Rights. Our aim is to help increase the satisfaction of human rights within the communities we operate across the world.

Our Human Rights Policy applies to all Harvard Bioscience and affiliates, It includes the following:

1. Respect for Human Rights
2. Community and Stakeholder Engagement
3. Diversity and Inclusion
4. Freedom of Association and collective bargaining
5. Safe and healthy workplace
6. Workplace security
7. Work hours, wages and benefits
8. Child labor laws
9. Land rights and water resources
10. Healthy lifestyles
11. Guidance and reporting for employees

At Harvard Bioscience, it is every employee's responsibility to maintain a work environment that shows respect for human rights and is free from all discrimination and harassment, aligned with our Human Rights Policy. If any employee believes that someone is violating the Human Rights Policy and/or the law they are asked to report it immediately to their manager, Human Resources or any officer in the company or Harvard Bioscience Ethics Hotline (contact information below). We will audit against the Human Rights Policy to ensure compliance.

[Harvard Bioscience Ethics Hotline Contact Information](#)

How does the system work?	Who should use it?
<p>You make a report with an independent firm called NAVEX Global. HBIO Employee Relations Manager will assign it to the appropriate person and follow up to make sure it's being addressed.</p>	<p>Everyone. It's for all employees, regardless of location or position. The system is available in many languages, via both the telephone and internet.</p>
What is it for?	How do I access it?
<p>Use the system to express concerns and ask concerns when you suspect a business risk. If you'd prefer, you can also remain anonymous!</p>	<p>Go to http://harvardbioscience.ethicspoint.com/ and select "Make a Report". In the United States, you may also call 1-833-411-1175. In Germany, you may also call 0-800-225-5288 or 833-411-1175.</p>