



Human Rights Policy

As a respected company supplying varied industries around the globe, we have built our reputation on a foundation of dependability and trust. We earn that trust by making sure that our actions and behaviors are always in line with our company's values and policies. H.B. Fuller's values include, Winning the Right Way, Embracing the Essence of Courage, Fostering the Power of Collaboration, and Embodying the Spirit of Winning. Our positions and expectations within each of these values are outlined in the [Code of Business Conduct](#) and additional details are provided in associated core policies. H.B. Fuller is committed to doing business ethically around the globe.

As stated in our Code of Business Conduct: Fostering the Power of Collaboration, maintaining a professional environment free from harassment, creating a culture of diversity and inclusion, protecting human rights, ensuring the health and safety of our employees, and giving back to the community are essential to creating a safe, respectful, collaborative work environment in which the voices and well-being of all employees are valued. Our processes extend to our supply base and include multiple channels for reporting any issues through our company-wide, confidential, secure reporting portal, supervisors, the legal department or the audit committee of the company's board of directors. Each year, all employees, officers and directors of the Company are required to certify that they have read, understand and will comply with the Code of Business Conduct. In addition, we assign and track mandatory online ethics training courses for our employees through our global learning management system, including courses covering areas such as harassment, discrimination, safety and ethical decision making.

These priorities reflect our long-standing commitment to improving people's lives worldwide. Winning the right way means operating with integrity, playing by the rules, and maintaining high ethical standards in everything we do. These commitments to our employees and other stakeholders are embodied within our [Code](#).

Modern Slavery and Human Trafficking

H.B. Fuller Company is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or supply chain. Our Code of Business Conduct, which includes a statement on Protecting Human Rights as well as our Fair Treatment core policy, reflects our commitment to acting ethically and with integrity in all our business relationships. As part of this commitment, we continue to review and aim to implement effective systems and controls. For more information, see our [Modern Slavery and Human Trafficking Statement](#).

Supply Chain

Our Code of Business Conduct is the foundation of our global supply chain programs. We notify all direct suppliers of our Code and the expectation that they will comply with its provisions, thus requiring our direct suppliers to protect the health, safety and human rights of their employees and associates. We will not conduct business with suppliers who we know do not support the fundamental principles of human dignity and rights of workers to fair and equitable treatment.

Suppliers must meet our standards regarding non-discrimination, forced labor, child labor, the right of workers to free association and minimum wages, anti-bribery and corruption, and gifts & entertainment. For more information read [H.B. Fuller's Supplier Expectations Letter](#).

Alignment with Global Human Rights Principles

H.B. Fuller supports the efforts of human rights organizations to end violence and atrocities in Central Africa (the Democratic Republic of Congo and nine adjoining countries: Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda and Zambia). For more information, read [H.B. Fuller's Policy Statement on Conflict Minerals](#).