



Gates Industrial Corporation plc Human Rights Policy

Gates Industrial Corporation plc and its relevant affiliates (“Gates” or the “Company”) are committed to upholding the human rights of all people, and treating them with dignity and respect as understood by the international community.

I. Prevention of Involuntary Labor

Gates will not use any form of forced, bonded, indentured or prison labor or any form of human trafficking. All work must be voluntary and employees shall be free to leave work or terminate their employment with reasonable notice, as applicable under local law. Gates will ensure that third party labor agencies providing workers are compliant with the provisions of the Policy and sending country and receiving country laws, whichever is more stringent in its protection of workers.

II. Prevention of Underage Labor

The minimum age for employment or work at Gates shall be 15 years of age, the minimum age for employment in that country for the applicable industry, or the age for completing compulsory education in that country. Gates may employ juveniles who are older than the applicable legal minimum age for employment but are younger than 18 years of age, provided they do not perform work likely to jeopardize their health, safety, or morals, consistent with ILO Minimum Age Convention No. 138.

III. Antidiscrimination

Gates is firmly committed to the equitable treatment of all its employees and qualified applicants for employment. Equal opportunity in all aspects of employment is one of our most basic beliefs and we will not tolerate any illegal discrimination, harassment or retaliation against any group, of any classification protected by applicable law. These equal opportunity principles are applied to all hiring and employment practices, including applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline and termination.

Our commitment to providing equitable treatment extends to dealings with employees, customers, suppliers or any other business contacts. Gates will not tolerate or condone illegal harassment whether engaged in by co-workers, supervisors, customers, or other non-employees who conduct business with the Company.

IV. Working Hours

Gates offers vacation time, leave periods, and holidays consistent with applicable laws and regulations. We are committed to workweeks that do not exceed the maximum permitted under applicable laws and regulations.

V. Wages and Benefits

Gates pays all of its employees at least the minimum wage required by applicable laws and regulations and provides all legally mandated benefits. In addition to their compensation for regular hours of work, Gates compensates its employees for overtime hours at the rate required by applicable laws and regulations. Gates pays its employees in a timely manner, and the basis for payment is clearly conveyed to them in a timely manner.

VI. Freedom of Association

Gates respects the right of its employees to associate freely, form and join (or not join) workers organizations of their own choosing, seek representation and bargain collectively, as permitted by applicable laws and regulations.

VII. Health and Safety

Gates recognizes that integrating sound health and safety management practices into all aspects of business is essential to maintain high morale and produce innovative products. Gates is committed to creating a safe and healthy work environment for all of its employees.

VIII. Supplier Requirements

Gates suppliers are required to adhere to the Gates Supplier Code of Conduct. As provided in the Supplier Code of Conduct, Gates requires that working conditions in the Gates supply chain are safe, and that workers are treated with respect and dignity. All Gates suppliers are obligated to operate in full compliance with the laws, rules and regulations of the countries in which they operate.