



Global Human Rights Policy

Objective

The leadership of Transcat, Inc. (Transcat) in the calibration services and distribution industry is predicated on respect for human rights. Our belief that all workers have the right to a safe workplace and the right to return home safely to their families each day goes beyond physical, chemical or mechanical threats and includes the right to work free from harassment, in a secure and diverse workplace, that is compliant with all applicable wage and labor laws. Transcat requires its employees, supply chain partners and other business partners to comply with this Policy and to treat all people with dignity and respect.

Scope

Transcat, as referred to in this Policy, means Transcat and its subsidiaries.

Policy

Environmental Health & Safety

- Consistent with Transcat's leadership role in the calibration services and distribution industry, we are committed to providing safe and healthy work environments compliant with all applicable safety and health regulations and laws at all Transcat facilities.
- Transcat is committed to maintaining work environments where people are free from harassment, abuse, threats, or other unhealthy conditions.
- Transcat will provide employees with safe, secure workplaces through the use of multiple safeguards, including, but not limited to, security systems and periodic employee training.
- Transcat will conduct its operations in a manner that is environmentally responsible and respectful of the communities in which we operate.

Labor

- Transcat will not tolerate the use of forced or involuntary labor, slave labor, child labor, or human trafficking.
- Transcat will comply with all applicable labor laws with regards to working conditions, wages, working hours, overtime hours, hiring, and benefits.
- While Transcat strives to provide work environments, wages, and benefits that exceed minimum requirements and make unionization unnecessary, Transcat respects workers' legal rights to organize and engage in collective bargaining.

Diversity

- Transcat recognizes the significant contribution of its diversity of employees to our sustainable market advantage. Transcat will not tolerate discrimination or harassment based on color, ethnicity, national origin, religious belief, age, gender, gender identification, sexual orientation, marital status, political views, disability, medical condition, or association with anyone who has or is perceived to have one or more of these characteristics.

Community

- Transcat expects our employees and supply chain and business partners to respect the culture, values and customs of the locations where we conduct business.
- Transcat is committed to good corporate citizenship within the communities and countries in which we operate and will work to develop good relationships within, and positively impact, these communities.



Administration of the Policy

1. Employees will be required to acknowledge this Policy as part of their onboarding process.
2. Violations of this Policy may result in disciplinary action for Transcat employees and suspension or termination of business for supply chain and business partners.
3. Transcat will continually monitor, evaluate, enhance this Policy, and communicate changes to this Policy to employees and supply chain and business partners.
4. Transcat's vendors and third parties will provided its' Supplier Code of Conduct to review and acknowledge.
5. Transcat will periodically review our facilities and supply chain and business partners to ensure compliance with this Policy. Should any violations of this Policy be determined, Transcat senior management will review the findings to determine the course of action to be taken. Transcat may decide to suspend conduct of business until the violation is remediated, work with the supply chain or business partner to remediate the violation as part of a longer-term plan, or discontinue conducting business with a violating company.
6. This Policy is administered internally by Transcat's Legal Department for supply chain or business partner compliance. Any questions regarding this Policy should be directed to Transcat's General Counsel.