

ERGOTRON, INC.

HUMAN RIGHTS STATEMENT

SCOPE

This Human Rights Statement (“Statement”) applies to Ergotron, Inc., and its subsidiaries (collectively the “Company”) and to such entities’ directors, officers, employees and agents (“Representatives”).

This Statement sets forth the Company’s clear commitment to respect human rights in the Company’s operations. It complements the Company’s following policies: Code of Business Conduct and Ethics, Supplier Code of Conduct, Modern Slavery Statement and related policies.

HUMAN RIGHTS STATEMENT

This Statement is uniquely our own. However, in its development, we considered for purposes of guidance, a number of international instruments, including the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights and the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work.

The Company is committed to respecting the recognized human rights principles aimed at promoting and protecting human rights in the countries in which we operate. We recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions.

Consistent with our commitment, we:

- strive to eliminate forced labor, child labor, and discrimination in the workplace;
- work to establish safe and healthy working conditions;
- value diversity as part of our business strategy;
- seek to compensate employees competitively and to comply with applicable wage, work hours, overtime and benefits laws; and,
- respect principles of freedom of association and the right to collective bargaining in accordance with applicable law and practice.

We believe one of the best ways to fulfill our commitment to respect human rights is to build a culture of trust and respect throughout our organization. We seek to achieve this in many different ways, and are continuously looking for ways to improve on our efforts.

We work hard to make the Company an outstanding employer and corporate citizen, and encourage dialogue and engagement throughout our organization with internal and external stakeholders.

OUR SUPPLIERS

As defined in our Supplier Code of Conduct, the term “Supplier” covers suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do, business with the Company worldwide. We have a large and diverse network of Suppliers, and recognize the roles they play in helping us fulfill the objectives to which we aspire through this policy.

We expect our Suppliers to embrace the Company’s commitment set forth in this Statement, and where applicable, to follow our Supplier Code of Conduct.

Recognizing that each entity in that network should seek to undertake its own efforts to address human rights issues, we support our Suppliers’ own efforts on this subject.

OPERATIONALIZING THESE COMMITMENTS

As part of our commitment to respect human rights, we have undertaken to establish internal and external mechanisms to help identify, address, and mitigate potential adverse human rights impacts that may have direct linkage to our actions.

Many of these mechanisms already exist and are integrated into our operations through established policies, which include, but are not limited to the Company’s policies including: Code of Business Conduct and Ethics, Supplier Code of Conduct and Modern Slavery Statement.

We strive to review the operationalization of this statement with a goal toward the continuous improvement of our ability to fulfill our commitments.

Our Human Resources Operations and Legal teams are responsible for coordinating the operationalization of our commitments across the Company.

STAKEHOLDER ENGAGEMENT

Consistent with our commitment to dialogue and engagement, we consult with relevant internal and external stakeholders to understand human rights-related concerns and issues, and to assess and escalate them as appropriate.

REPORTING CONCERNS/ISSUES

We encourage all Representatives, Suppliers and stakeholders to report any concerns related to the Company’s direct activities, including any adverse human rights impacts.

This Statement complements our internal employee Whistleblowing Policy available on our intranet which sets forth the Company’s clear policy on reporting illegal or unethical behavior, including adverse human rights impacts, and protection against retaliation for making such reports.

Our reporting procedure is designed to make it easy for Representatives, Suppliers and stakeholders to make disclosures in full confidence without fear of retaliation, including by via the internet at www.melrose.ethicspoint.com.

On behalf of Ergotron, Inc.



Chad Severson
Chief Executive Officer

Last updated December 14, 2020.