



Tennant Company Human Rights Policy

Introduction

Tennant Company (Tennant, NYSE stock symbol TNC) is founded on a long history of stewardship. Throughout Tennant's 150+ year history, our business has evolved, but our foundational values have endured. Our reputation for being an ethical company is one of our key strengths. We pride ourselves on our commitment to conducting business with dignity, respect, fairness, honesty, and integrity in all our activities, including dealings with employees, customers, suppliers, shareholders, and the communities in which we operate. Our goal is to create a cleaner, safer, healthier world – leaving it better than we found it.

As a Signatory of the United Nations Global Compact (UNGC), Tennant Company is committed to continuing our engagement with the compact and embracing the [UNGC's Ten Principles](#) around human rights, labor, environment, and anticorruption. Our Human Rights Policy is informed by the principles of the United Nations Universal Declaration of Human Rights and is reflective of our values and commitments toward all human rights. This policy applies to all Tennant Company employees and temporary workers globally.

Our Principles

Health and Safety

As a starting point for human rights, we are committed to the safety and well-being of our employees and temporary workers worldwide by providing a safe and healthy working environment while adhering to applicable health, safety, and environmental laws.

Freedom of Association

We recognize and respect the right of employees and temporary workers to freedom of association and collective bargaining to which they are entitled under applicable laws.

Forced or Compulsory Labor, Human Trafficking, and Underage Labor

We believe all labor must be voluntary. We do not tolerate any form of underage labor (as defined under applicable laws) or forced labor such as indentured labor, bonded labor, military labor, slave labor, or any form of human trafficking. Within our business, we also do not tolerate actions such as recruiting, harboring, transporting, providing or obtaining a human being for compelled labor, or other unlawful purposes. We expect our employees and temporary workers to comply with local labor and employment laws wherever they operate.

Nondiscrimination

We believe that no person shall be subject to any unlawful discrimination in employment, such as hiring, compensation, benefits, advancement, discipline, termination, or retirement, on the basis of

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race, color, religion, sex, national origin, physical or mental disability, age, military service, pregnancy, sexual orientation, genetic information (including family medical history), marital status, gender identity or expression, parental status, political affiliation, or any other applicable prohibited basis.

Antibribery and Anticorruption

We are committed to doing business through proper means and actions in compliance with the laws and regulations applicable to our global business. We have zero tolerance for any form of bribery or corruption in conducting our business.

Working Conditions

We recognize that compensating our employees and temporary workers and providing workers reasonable working hours are essential to meeting employees' and temporary workers' basic needs. As such, we pay employees and temporary workers at least the required minimum wage, provide legally mandated benefits, and adhere to all applicable working hours and overtime compensation laws.

Respectful Workplace

We value a respectful and cooperative working environment. We do not tolerate harassment, sexual harassment, bullying, or discrimination of any kind. Tennant prohibits harassment, discrimination, and other forms of retaliation against any individual who submits a report or assists in the investigation of a claim

Reporting Concerns

We maintain a robust ethics and compliance reporting system. Our Ethics Hotline contact information and our Business Ethics Guide are available in multiple languages by accessing the [Ethics portion of our website](#). Anonymous reporting is available, where allowed by law.

Concerns may also be reported by email at corpcompliance@tennantco.com or by writing to our General Counsel or Global Compliance Counsel at

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Policy Education and Review

Education

We educate our employees and temporary workers on the principles within this Human Rights Policy on a regular basis.

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Review

Our Human Rights Policy is intended to be a living document that is reviewed and revised periodically.

This policy was initially adopted on December 10, 2021. It is available on our public website and is accessible to our employees and temporary workers through our intranet portal.

Policy Reference:

[Business Ethics Guide](#)

Version: December 2021

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