

Timken Supplier Code of Conduct

Our company founder, Henry Timken, said “If you have an idea which you think is right, push it to a finish. But above all, don’t set your name to anything you will ever have cause to be ashamed of.” We continue his tradition today by making ethical business decisions and treating people with honesty and respect. We expect our suppliers to do the same. The Timken Supplier Code of Conduct helps us to select business partners who follow workplace standards and business practices that are consistent with our company’s values. These requirements are applicable to suppliers of The Timken Company globally.

A. Code of Conduct

- **General Principle:** Supplier shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations.
- **Environment, Workplace Safety and Health:** Supplier must comply with all applicable environmental laws and regulations. Supplier shall provide and maintain safe and healthy plant and office working conditions, and comply with all laws and regulations applicable to workplace safety and health.
- **Child Labor:** Supplier shall employ only workers who meet the applicable minimum legal age requirement. Suppliers must also comply with all other applicable child labor laws.

- **Forced Labor:** Supplier shall not use any involuntary or forced labor.
- **Wages and Benefits:** Supplier must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- **Non-Discrimination:** Supplier shall treat all its employees and applicants equally according to their individual qualifications, abilities, experiences and other employment standards. There will be no discrimination due to gender or gender identity, race, religion, color, national origin, ancestry, age, disability, sexual orientation, veteran/military status or any other basis protected by applicable law.
- **Gift and Gratuity Policy:** The offering, payment or acceptance of kickbacks, bribes or other illegal payments are prohibited and will not be tolerated. Also, Timken prohibits the offer or acceptance of any gifts or gratuities that the recipient reasonably would consider to be of substantial value. Any supplier that violates this policy risks immediate loss of all existing and future Timken business.

B. Compliance Monitoring

The supplier will allow Timken and/or any of its representatives or agents access to its facilities and all relevant records associated with the products and services provided to Timken. The supplier and Timken will establish a mutually agreeable date and time for access. However, risks to Timken’s business may require immediate access to the products, services and associated records and supplier will accommodate Timken’s access as required.

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C. Application to Subcontractors

This Code also applies to any subcontractor(s) to the supplier, providing goods or services to the supplier. The supplier is fully responsible for ensuring compliance by any such subcontractor(s) as if it were the supplier itself. Timken reserves the right to audit the supplier’s subcontractors for compliance to the Timken Supplier Code of Conduct and supplier will accommodate Timken’s audit as required.

D. Event of Violation

If the supplier does not comply with the Timken Supplier Code of Conduct, Timken requires that the supplier implement a corrective action plan to cure the non-compliance within a specified time period (furnished to Timken in writing). If the supplier fails to meet the corrective action plan commitment, Timken may terminate the business relationship, including suspending placement of future orders and potentially terminating current production. Timken reserves the right to hold supplier responsible for reasonable costs of investigating non-compliance.

E. Non-Compliance Reporting

The Supplier Code of Conduct applies to people and companies (“suppliers”) that do business with Timken. Contact your Timken representative with any questions on the Code. Violations of the Timken Supplier Code of Conduct may be confidentially reported through: <https://www.timkenhelpline.com/>.

www.timken.com

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