

PREVENTING SEXUAL HARASSMENT



POLICY OWNER: CHIEF ADMINISTRATIVE OFFICER

SCOPE

This policy applies globally to all employees of Cummins Inc. (“Cummins” or “Company”) entities worldwide, including subsidiaries, joint ventures, affiliated companies, distributors, and any other entity where Cummins has controlling ownership interest or management responsibility. This policy also applies to our customers, contractors, suppliers, vendors, temporary or seasonal workers, students, and persons who visit our facilities or interact with our employees. If Cummins does not have a controlling ownership interest or management responsibility in an entity, Cummins will take reasonable steps to ensure compliance with this policy and the law by anyone working on Cummins business. Local laws for sexual harassment can differ. If you have questions about the requirements in your area, please make sure you are familiar with this policy. Cummins reserves the right to unilaterally add, amend or replace the clauses in this policy from time to time in accordance with local legislation.

POLICY

Cummins is firmly committed to providing a safe, respectful, and discrimination-free environment: free from all forms of harassment, including sexual harassment. Cummins maintains a zero-tolerance approach towards any form of sexual harassment.

All allegations of sexual harassment and inappropriate conduct are taken seriously. Allegations will be promptly, fairly, and respectfully investigated. Cummins will commit to demonstrating its core values – especially **‘Caring’** – when addressing allegations of sexual harassment. Caring is about considering the wellbeing of others, listening, offering support, and making resources available to do our jobs and do them well. It is about providing a safe workplace and continually striving to make it safer.

1. Definition of Sexual Harassment

Sexual harassment is unwanted sexual advances, requests for sexual favors or physical, verbal, or non-verbal conduct of a sexual nature when:

- Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment or unreasonably interfering with an employee’s work performance even if the conduct is not intended as sexual harassment or the person reporting the conduct is not the intended target of the sexual harassment; or
- Submission to such conduct is made a term or condition of employment; or

Submission to, or rejection of, such conduct is used as a basis for employment decisions affecting the individual including, but not limited to, promotion, assignment, compensation, or termination.

2. Forms of Sexual Harassment

Sexual harassment includes various forms of offensive behavior of a sexual nature. Sexual harassment can be physical, verbal, non-verbal or visual. Examples of conduct or behavior which constitute sexual harassment include, but are not limited to:

PHYSICAL HARASSMENT

- Unwelcome physical contact including patting, pinching, grabbing, stroking, kissing, hugging, fondling, or any inappropriate touching
- Physical violence, including sexual assault or attempts to commit such assault
- Offering or soliciting sexual favors including subtle or obvious pressure for unwelcome sexual activities or sexual favors

VERBAL HARASSMENT

- Comments regarding employees’ bodies or using sexually degrading words to describe someone
- Insults or inappropriate comments regarding employees’ sexual orientation, gender identity or gender expression
- Repeated and unwanted invitations for social outings, dates, or physical intimacy

NON-VERBAL (VISUAL) HARASSMENT

- Exposing private body parts
- Lewd gestures such as gyrating or pelvic thrusting

- Sending or sharing unwanted or offensive emails, texts, inappropriate websites, blogs, or engaging in other online or internal social media activities that are offensive
- Displaying suggestive objects, pictures, cartoons, drawings, or posters, circulating obscene notes, letters, or invitations
- Viewing, displaying, or sharing pornographic or sexually suggestive material on personal devices while on Company property or while conducting Cummins business

ABUSE OF AUTHORITY (QUID PRO QUO)

- Coercing an employee through the abuse of authority to engage in conduct of a sexual nature
- Using job-related threats or rewards to solicit sexual favors, to demand engagement in romantic relationships, or to require acceptance of invitations for social outings, dates, or physical intimacy

Sexual harassment is unacceptable even if it does not fall within one of these categories. Even a single incident of inappropriate sexual conduct may violate this policy.

3. Victims of Sexual Harassment

Anyone can be a victim of sexual harassment. Sexual harassment can occur between people of a different or the same gender, and across boundaries of sex and gender identification.

Sexual harassment is non-consensual. Consent requires agreement or permission expressed through clearly communicated affirmative and voluntary words or actions that are mutually understandable to all parties involved.

CONSENT:

- Can be withdrawn at any time.
- Cannot be coerced or compelled by force, threat, deception, or intimidation.
- Cannot be given by someone who is incapacitated or under the influence of a substance that may impair judgment.
- Cannot be given if a person is unable to understand the facts, nature, extent, or implications of the situation.
- Cannot be assumed based on silence, the absence of “no” or “stop,” the existence of a prior or current relationship, or prior sexual activity.

Cummins will consider the reasonable perception of anyone who might experience or witness such sexual misconduct as a determinative factor when evaluating whether this policy has been violated.

CONSEQUENCE FOR POLICY VIOLATION

Any person found engaging in sexual harassment or inappropriate sexual conduct will be subject to disciplinary action, up to and including termination, regardless of intent or whether the behavior was meant as a joke. Such conduct may also result in consequence/action under local law (e.g. if the harassment constitutes a criminal act). Additionally, behavior that is contrary to Cummins’ policies, though not rising to the level of this policy violation, may still result in corrective action including up to termination.

REPORT VIOLATIONS OF THIS POLICY AND RAISE QUESTIONS

Everyone is strongly encouraged to report any questions or potential violations of this policy, whether you experience the behavior directly, witness it or are made aware of such potential violation.

If you believe you have experienced sexual harassment or witnessed potential misconduct, please report it immediately. Reports of sexual harassment may be made either verbally or in writing. Regardless of the timing of the potential violation, you are still encouraged to report your concerns as follows:

- **Ethics and Compliance:** You can also report your concern to the Cummins Ethics Help Line at ethics.cummins.com. At this website, you can find information on how to report your concern online or by phone. In addition, this site offers multiple languages with which you can report your concern. You may also use the camera on your mobile device to scan the QR code and you will be directed to cumminsmobile.ethicspoint.com to report your concern.



You may report your concerns using the process above or using any applicable local policy in your jurisdiction. You may also report your concerns anonymously where allowed by law. This includes maintaining the confidentiality of your report, protecting you from retaliation, and providing support resources. All reports of potential violations will be addressed promptly, and appropriate action will be taken.

GOOD FAITH

The initiation of a good faith complaint of sexual harassment or retaliation will not be grounds for disciplinary action, even if the allegations cannot be substantiated. Any individual who makes a complaint that is demonstrated to be intentionally false may be subject to discipline, up to and including termination.