



Human Rights Policy

SCOPE

This policy applies globally to the employees of Cummins entities in which Cummins has a controlling ownership interest or management responsibility, including our subsidiaries, joint ventures, affiliated companies and distributors. If Cummins does not have a controlling ownership interest or management responsibility, Cummins will take reasonable steps to require compliance with this policy and the law.

POLICY

Respect for human rights is fundamental to the sustainability of Cummins and the communities in which we operate. Cummins is committed to ensuring that people are treated with dignity and respect.

One of the defining elements of human rights violations is [Human Trafficking](#) and exploitation. U.S. federal law, along with the laws of multiple U.S. states, prohibits [Forced Labor](#) and Human Trafficking. A similar framework of regulations is in place in many other countries.

This Policy is guided by international human rights principles related to Forced Labor as encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

1. Cummins prohibits all forms of [Child Labor](#) and Forced Labor.

The various forms of Child Labor and Forced Labor are herein collectively referred to as "Forced Labor" and include:

- [Threat of Force or Penalty](#)
- Prison labor
- Indentured labor
- [Bonded Labor](#)
- Military labor
- Slave labor, and
- Any form of Human Trafficking

2. Cummins does not tolerate any form of Forced Labor and will not implement policies or practices that severely restrict employee movement.

Employment at Cummins is voluntary. Cummins makes the terms and conditions governing employment available to all workers. Cummins will not tolerate disciplinary measures that cause an employee to work without pay.

Cummins will not implement policies or practices that severely restrict employee movement. Actions that may restrict employee movement include but are not limited to the following:

- restricting employees' use of lavatories,
- prohibiting breaks, or
- locking employees inside the work area until production quotas are met

3. Leadership must not allow employees to work “for free” in exchange for advance payments or other benefits.

Some practices may unintentionally create a Forced Labor situation. Loan advancements, while beneficial to employees at times, may develop into a Bonded Labor situation if loan amount exceeds local restrictions or the employee's ability to repay the loan. Cummins will not require employees to waive their right to receive earned compensation as a condition of employment. Cummins will not require employees to remain employed with the company until debts are repaid.

4. Cummins prohibits the use of prison labor.

Even if allowed under applicable law or international labor standards, Cummins will not use prison labor.

5. Employees must pay special attention to employment terms and document retention in areas where employment of foreign or migrant workers is common.

If poorly managed, migrant worker arrangements can result in exploitation and the abuse of worker rights.

6. Employees must ensure that the use of recruitment agencies strictly follows Cummins policies.

To avoid fraudulent practices that may result in a Forced Labor situation, Cummins employees should strictly follow the parameters and processes established in the corporate policies:

- [Recruitment Requisition Distribution Process](#) CORP-HR-13C-05-04, and
- [Global Contingent Worker Policy](#) CORP-00-05-08-00

7. Cummins prohibits trafficking-related activities connected to its employment contracts and subcontracts.

These prohibited activities include:

- a. failing to pay return transportation costs upon the end of employment, for an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a U.S. Government contract or subcontract, if the contract or subcontract is performed outside the United States;
- b. failing to pay return transportation costs upon the end of employment, for an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a U.S. Government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee;



- c. other specific activities that the Federal Acquisition Regulation (FAR) Council identifies as directly supporting or promoting trafficking in persons, the procurement of commercial sex acts, or the use of Forced Labor in the performance of the contract or subcontract.

The requirements set forth in section (a) and (b) above shall not apply to the following:

- a. an employee who is legally permitted to remain in the country of employment and who chooses to do so; or
- b. an employee who is a victim of trafficking and is seeking victim services or legal redress in the country of employment, or an employee who is a witness in a trafficking-related enforcement action.

8. Cummins will take steps to ensure our suppliers and partners in high-risk locations adopt relevant measures to mitigate Human Trafficking risks.

Cummins is committed to supply chain transparency. Cummins will identify and take steps to help suppliers and partners that may be more exposed to Human Trafficking risk due to the nature of the industry in which they operate. Our [Transparency in Supply Chains](#) is published on cummins.com.

In certain situations, Cummins may require subcontractors and suppliers to certify to their compliance with this Policy and applicable legislation.

9. Employees must contact the Ethics and Compliance Function concerning U.S. Federal contracts and sub-contracts where the estimated value of the supplies acquired or services required to be performed outside the United States exceeds \$500,000.

The Ethics and Compliance will assist in creating a tailored compliance plan specific to the project.

CONSEQUENCE FOR POLICY VIOLATION

Violation of this policy may result in disciplinary action up to and including the termination of employment.

CONTACT FOR MORE INFORMATION

Employees can find additional information on this policy and the applicable laws by going to the [Ethics and Compliance Community](#) and clicking on [Human Rights](#).

For questions or concerns relating to this policy or to report possible violations, employees can seek assistance by contacting:

- [The Cummins Legal Function](#)
- [Ethics and Compliance Function](#)
- [Human Resources](#)

You can report concerns through the Ethics Help Line.



If you are not comfortable taking your concerns to the above resources, you may report any concern to the Cummins Ethics Help Line. Go to ethics.cummins.com for more information on how to report your concern either online or by phone in your country.

You may report your concerns anonymously where allowed by law.

Cummins strictly forbids retaliation against employees who report concerns.

No action will be taken against you for reporting your concerns. Refer to the [Employee Non-retaliation Policy](#) for more information.

You can externally report trafficking concerns to resources not managed by Cummins.

If you believe you have information about a potential trafficking situation or would like to request information, you may contact:

1. National Human Trafficking Resource Center (NHTRC) via
 - a. Toll-free hotline at 1-888-373-7888, or
 - b. Online using the anonymous [reporting forms](#)
2. Global Human Trafficking via
 - a. Hotline at 1-844-888-FREE or
 - b. Email at help@befree.org

For additional training or information, please contact the Legal Function or Ethics and Compliance

If you are involved with selling to the U.S. Federal government or managing our supply chain, you need to make sure that you are familiar with the law and with Company policy. The Company will provide you with training and/or the information that you need.

ASSOCIATED DOCUMENT AND RESOURCE LINKS

[Policy Translations](#)

[Recruitment Requisition Distribution Process](#) CORP-HR-13C-05-04

[Global Contingent Worker Policy](#) CORP-00-05-08-00

[Transparency in Supply Chains](#)

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