

TOROMONT

TOROMONT INDUSTRIES LTD. STATEMENT ON HUMAN RIGHTS

Human Rights are universal and every person around the world deserves to be treated with dignity and equality. Basic Human Rights include freedom of speech, privacy, health, life, liberty and security, as well as an adequate standard of living.

At Toromont, we are committed to recognizing and valuing the inherent dignity and worth of every person, providing for equal rights and opportunities in our employment and business dealings. Consistent with this commitment, we have adopted this Human Rights Statement, which embodies our unique approach to respecting nationally, and internationally recognized Human Rights.

In fulfilling our commitment, we are guided by internationally accepted principles including, the principles of the UN Global Compact on Human Rights. We also consult with relevant internal and external stakeholders and experts in order to better understand Human Rights related concerns or issues.

These guiding principles are embedded in our Code of Conduct and further reinforced through our expectations for our suppliers within our Supplier Code of Conduct.

We actively support the elimination of all forms of forced and compulsory labour, as well as the abolition of child labour. We comply with applicable law, including Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* ("Act"). This includes maintaining policies, controls and procedures in place designed to prevent, detect, assess, manage and remedy (as appropriate) any non-compliance with the Act in our operations and supply chain.

We encourage the reporting of any circumstance or action that violates or appears to violate this Statement or applicable law. To the extent you become aware of such an issue, we encourage you to report it through Toromont's confidential **Compliance Hotline** by calling **1-866-254-2730** or via **Secure Web Form** at www.openboard.info/tih.

Toromont will assess and escalate Human Rights related concerns as appropriate. We will not take any action against an employee as a result of raising an ethical issue in good faith. Also, we will not tolerate any reprisal by any individual against an employee for raising a concern or making a report in good faith.