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1.0 PURPOSE:

Respect for human rights is a fundamental value of Albany International Corp. (“Albany” or the “Company”). We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, and communities in which we operate.

This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work.

2.0 SCOPE:

This policy applies to employees, managers, officers, and contractors of Albany, the entities that we own, the entities in which we hold a majority interest and the facilities that we manage. The Company also expects suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.

3.0 DEFINITIONS:

Term / Acronym	Definition
N/A	N/A

4.0 POLICY:

4.1 Child Labor


We do not employ child labor and prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

4.2 Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. The following key tenets comprise Albany’s Anti-Slavery and Human Trafficking Policy:

- We have zero tolerance policy with regard to modern slavery and human trafficking.
- We endeavor to develop, monitor, and as needed, improve our policies and procedures around slavery and human trafficking.
- We seek to ensure there is no modern slavery, human trafficking, or other abuse of human rights in our business operations.

4.3 Work Hours, Wages and Benefits

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We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws.

4.4 Freedom of Association and Collective Bargaining

We respect our employees’ right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

4.5 Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills, and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

4.6 Safe and Healthy Workplace


The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

4.7 Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

4.8 Water Resources

We recognize the significant implications regarding respect for human rights that water use across our value chain may have, which we address through specific policy and action. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation. We pursue an approach to water that mitigates risk by assessing local water risks, consulting,

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and partnering with governments, communities and other stakeholders to develop water stress solutions where and when needed, and also implementing source water protection plans at our facilities.

4.9 Our Suppliers

Our suppliers are vetted through our Global Supply Chain Group. Suppliers are required to agree to our Supplier Code of Conduct requiring strict adherence to laws and regulations, including but not limited to those relating to Forced Labor and Human Rights.

4.10 Our Internal Accountability and Training

We use due diligence as a means to identify and prevent human rights risks to people in our business and supply chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation. Albany ensures employees are aware of the Human Rights Policy through Business Ethics Policy training and an annual certification process.

4.11 Whistleblowing

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to comply with applicable labor and employment laws wherever we operate. We maintain a whistleblowing system with EthicsPoint that facilitates the reporting of violations of our Business Ethics Policy and other policies. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation. We protect all reporters from retaliation so long as the report is made in good faith. Reports may be made anonymously and, in the reporter’s, preferred language.

5.0 REPORTING

We report to the public on our human rights-related commitments, efforts, and statements, consistent with this Human Rights Policy, as part of our annual Sustainability Report. This reporting cross references the UN Guiding Principles Reporting Framework.

6.0 FREQUENCY OF REVIEW AND UPDATE:

The Legal Department and the Assistant General Counsel will review the policy annually to determine if updates are needed, as well as to assess organizational compliance with the policy.

7.0 ADDITIONAL POLICIES TO CONSIDER:

- Business Ethics Policy
- Anti-Slavery and Human Trafficking
- Abusive Conduct Prevention