



## Moog Inc. Human Rights Commitment

### 人权承诺

#### Companywide — 全公司

Companywide	全公司
HUMAN RIGHTS COMMITMENT	人权承诺
<p>For more than 65 years, Moog employees have enjoyed a Company Culture built on mutual trust and respect. As a Company, we are committed to a set of values that represent the highest standards of integrity and excellence.</p>	<p>65 年多来, Moog 员工一直秉承“相互信任、相互尊重”的企业文化。作为一家公司, 我们秉持一套以追求诚信和卓越为最高标准的价值观。</p>
<p>We believe it is important to maintain, protect, and promote the fundamental human rights of our employees by operating under programs and policies that support and respect human rights. We want to be a responsible corporate citizen and neighbor in all the places around the world where we do business--complying with all laws applicable to our operations around the world.</p>	<p>我们认为, 按照支持和尊重人权的程序和政策开展运营, 从而维护、保护和提升员工的基本人权十分重要。我们希望在全球所有开展业务的地方都成为负责任的企业公民和邻居, 并且遵守我们开展全球运营适用的所有法律。</p>
<p>Our Human Rights Commitment applies to Moog Inc., the entities and subsidiaries that we own, and the entities in which we hold a majority interest. We are committed to:</p>	<p>我们的人权承诺适用于 Moog Inc.、我们拥有的实体和子公司以及我们持有多数股权的实体。我们致力于:</p>
<ul style="list-style-type: none"> <li>• Prohibiting forced labor and human trafficking;</li> </ul>	<p>禁止强迫劳动和人口贩卖;</p>
<ul style="list-style-type: none"> <li>• Prohibiting child labor;</li> </ul>	<p>禁止雇用童工;</p>
<ul style="list-style-type: none"> <li>• Promoting diversity and inclusion;</li> </ul>	<p>倡导多元化和包容性;</p>
<ul style="list-style-type: none"> <li>• Promoting a workplace that is free of harassment and discrimination;</li> </ul>	<p>倡导无骚扰和无歧视的工作场所;</p>
<ul style="list-style-type: none"> <li>• Providing fair and equitable wages, benefits, and other conditions of employment in accordance with local laws;</li> </ul>	<p>根据当地法律提供公平合理的工资、福利和其他就业条件;</p>
<ul style="list-style-type: none"> <li>• Providing safe and humane working conditions;</li> </ul>	<p>提供安全、人性化的工作条件;</p>
<ul style="list-style-type: none"> <li>• Recognizing employees' rights to freedom of association and collective bargaining; and</li> </ul>	<p>承认员工的结社自由和集体谈判权; 以及</p>
<ul style="list-style-type: none"> <li>• Ensuring that employees understand and comply with our Ethics Policy.</li> </ul>	<p>确保员工了解并遵守我们的道德规范。</p>

<p>We expect our business partners to follow responsible workplace practices and to uphold the principles of Moog's Human Rights Commitment. Third party providers are required to follow the scope of work and the terms set forth in their contracts, which further outline our Commitment.</p>	<p>我们希望业务合作伙伴遵循负责任的工作场所惯例并秉持 Moog 的人权承诺原则。第三方提供商必须遵守其合同中规定的工作范围和条款，此类合同进一步概述了我们的承诺。</p>
<p><b>FORCED LABOR AND HUMAN TRAFFICKING</b></p>	<p><b>强迫劳动和人口贩卖</b></p>
<p>We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, and any form of human trafficking. No use of physical punishment or threats of violence or other forms of physical, sexual, psychological, or verbal abuse as method of discipline or control will be tolerated in Company workplaces.</p>	<p>我们禁止使用一切形式的强迫劳动，包括监狱劳动、契约劳动、奴役劳动、军事劳动、奴隶劳动以及任何形式的人口贩卖。在公司工作场所绝不容忍使用体罚、暴力威胁或其他形式的身体、性、心理或言语虐待作为纪律或控制手段。</p>
<p>Additionally, we are committed to ensuring that employees and suppliers take appropriate steps to mitigate the risk of human trafficking and <b>modern slavery</b> from occurring in any aspect of our global operations and supply chain. See our published <a href="#">Policy Statement and Anti-Human Trafficking Disclosure Statement</a> for additional information.</p>	<p>此外，我们还致力于确保员工和供应商采取适当的措施来降低我们全球运营和供应链中出现的人口贩卖和现代奴隶制风险。有关更多信息，请参阅我们发布的<a href="#">政策声明和反人口贩卖公开声明</a>。</p>
<p><b>Child Labor</b></p>	<p><b>童工</b></p>
<p>We prohibit the hiring of individuals under the age of eighteen (18) or the local legal minimum working age. Younger workers may be employed through Company approved, short-term internships, co-ops, apprenticeships, or work experience programs, but they are never permitted to do work that may threaten their health and safety or hinder their education or vocational orientation and training. Terms of employment must comply with applicable laws and regulations and employment relationships are voluntary.</p>	<p>我们禁止雇用未满十八 (18) 岁或未到当地法定最低工作年龄的人员。可以通过公司批准的短期实习、合作、学徒或工作体验计划雇用较年轻的员工，但绝不允许他们从事可能威胁其健康和安全或妨碍其接受教育或职业指导和培训的工作。雇用条款必须遵守适用的法律和法规，并且雇用关系必须出于自愿。</p>
<p><b>DIVERSITY AND INCLUSION</b></p>	<p><b>多元化和包容性</b></p>
<p>We are actively committed to promoting diversity throughout our Company to foster an inclusive workplace that aligns with our strategy and culture.</p>	<p>我们积极致力于在公司范围内倡导多元化发展，以建立符合我们战略和文化的包容性工作场所。</p>

<p><b>NON-DISCRIMINATION AND HARASSMENT</b></p>	<p><b>无歧视和无骚扰</b></p>
<p>We prohibit any type of discrimination or harassment based on age, race, sex, color, national origin, religion, gender identity, disability, sexual orientation, pregnancy status, or any other status protected by applicable law. Furthermore, the basis of recruitment, hiring, placement, training, compensation, and advancement at Moog is qualifications, skills, experience, and performance. We value the diversity and unique contributions of our employees and have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment.</p>	<p>我们禁止针对年龄、种族、性别、肤色、国籍、宗教、性别认同、残障、性取向、怀孕情况或任何其他受适用法律保护的情况出现任何类型的歧视或骚扰。此外，Moog 招聘、聘用、安置、培训、薪酬和晋升的基础是资格、技能、经验和绩效。我们重视员工的多元化发展和独特贡献，并长期致力于机会平等和对歧视和骚扰零容忍。</p>
<p><b>HEALTHY, SAFE, AND HUMANE WORKING CONDITIONS</b></p>	<p><b>健康、安全和人性的工作条件</b></p>
<p>We provide and maintain a safe and healthy workplace and comply with applicable safety and health laws, regulations, and internal requirements. We are dedicated to ensuring our workplaces are safe by minimizing the risk of accidents, injury, and exposure to health risks. We are committed to engaging with our employees to improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.</p>	<p>我们提供并维持安全健康的工作场所，并遵守适用的安全和健康法律、法规和内部规定。我们致力于通过最大限度地减少事故、伤害和危及健康的风险，确保工作场所安全。我们致力于与员工合作，促进工作场所健康和安，包括发现危害并纠正健康和安方面的问题。</p>
<p>We aim to minimize the use of natural resources, maximizing efficiency when designing and producing our products, and we promote a culture of well-being.</p>	<p>我们的目标是尽量减少使用自然资源，最大限度提高产品设计和生产效率，并提倡一种幸福文化。</p>
<p>We strive to provide and maintain a workplace that is free from violence, harassment, intimidation, and other unsafe conditions due to internal and external threats.</p>	<p>我们努力提供并维持一个没有暴力、骚扰、恐吓的工作场所，确保工作场所安全，不受其他内部和外部威胁。</p>
<p><b>FREEDOM OF ASSOCIATION AND</b></p>	<p><b>结社自由和集体谈判</b></p>

<p><b>COLLECTIVE BARGAINING</b></p>	
<p>We respect our employees' right to join, form, or not to join a labor union without fear of retaliation, intimidation, or harassment. We are committed to establishing a constructive dialogue with employees' freely chosen representatives and we are committed to bargaining in good faith with such representatives.</p> <p>Specific to United States Federal law and the National Labor Relations Act in the U.S., employees have the right to form, join or assist a labor organization.</p>	<p>我们尊重员工加入、组建或不加入工会的权利，而不必担心受到报复、恐吓或骚扰。我们致力于与员工自由选择的代表进行建设性对话，并致力于真诚地与这些代表谈判。</p> <p>具体而言，根据美国联邦法律和《美国国家劳动关系法》，员工有权组建、加入或协助劳工组织。</p>
<p><b>NOTE:</b> Under the Act, employees also have the right not to belong to a union.</p>	<p><b>注意:</b></p> <p>根据该法，员工也有权不加入工会。</p>
<p><b>PROMOTE ETHICAL BEHAVIOR WITH GUIDANCE AND TRAINING</b></p>	<p>通过指导和培训弘扬道德行为</p>
<p>We require that employees complete biannual business ethics training that provides clear guidance on specific situations employees may face and directs them where to go when they have questions or concerns—without fear of retaliation. See our published <a href="#">Statement of Business Ethics</a> for additional information.</p>	<p>我们要求员工完成每两年一次的商业道德培训，为员工可能面临的具体情况提供明确的指导，并在员工有疑问或疑虑时指引他们到哪里寻求帮助，而不必担心受到报复。有关更多信息，请参阅我们发布的<a href="#">商业道德声明</a>。</p>
<p>Moog123289.1 Reviewed November 2020</p> <p style="text-align: center;">##</p>	