



Moog Inc. Human Rights Commitment Companywide

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.

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.

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:

- Prohibiting forced labor and human trafficking;
- Prohibiting child labor;
- Promoting diversity and inclusion;
- Promoting a workplace that is free of harassment and discrimination;
- Providing fair and equitable wages, benefits, and other conditions of employment in accordance with local laws;
- Providing safe and humane working conditions;
- Recognizing employees' rights to freedom of association and collective bargaining; and
- Ensuring that employees understand and comply with our Ethics Policy.

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.

FORCED LABOR AND HUMAN TRAFFICKING

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.

Additionally, we are committed to ensuring that employees and suppliers take appropriate steps to mitigate the risk of human trafficking and modern slavery from occurring in any

aspect of our global operations and supply chain. See our published [Policy Statement and Anti-Human Trafficking Disclosure Statement](#) for additional information.

Child Labor

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.

DIVERSITY AND INCLUSION

We are actively committed to promoting diversity throughout our Company to foster an inclusive workplace that aligns with our strategy and culture.

NON-DISCRIMINATION AND HARASSMENT

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.

HEALTHY, SAFE, AND HUMANE WORKING CONDITIONS

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.

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.

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.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

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.

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.

NOTE:

Under the Act, employees also have the right not to belong to a union.

PROMOTE ETHICAL BEHAVIOR WITH GUIDANCE AND TRAINING

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 [Statement of Business Ethics](#) for additional information.

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