



## CyberOptics Human Rights Policy September, 2021

### Scope

This Human Rights policy applies to CyberOptics Corporation and its wholly owned subsidiaries worldwide (collectively, "CyberOptics").

### Purpose

CyberOptics is committed to the highest standards of legal and ethical business conduct. This commitment is set forth in the CyberOptics Code of Business Conduct and Ethics policy ("CyberOptics Code of Conduct"), which is made available on CyberOptics corporate website at [www.cyberoptics.com](http://www.cyberoptics.com) under the About and Investor section. The CyberOptics Code of Conduct summarizes the legal, ethical, and regulatory standards that CyberOptics must follow and is a reminder to our directors, officers, and employees of the seriousness of that commitment. Compliance with this CyberOptics Code of Conduct is mandatory for every CyberOptics employee. Every CyberOptics employee must be trained and certify completion of training on the CyberOptics Code of Conduct every year.

CyberOptics believes that human rights are a fundamental right of every employee and believes all employees must be treated with dignity and respect. As such, this Human Rights Policy is intended to augment the CyberOptics Code of Conduct with an emphasis on the highest standards of human rights related conduct.

### Human Rights Principles

- **CyberOptics Culture and Company Values.** CyberOptics desires to establish and maintain a work culture that supports individual and company success in an ethical and professional manner. At the same time, we wish to retain a flexible work environment that addresses individual needs. In furtherance of these objectives, CyberOptics has adopted company values that include the following:
  - We are honest, forthright, and ethical in our actions and communications.
  - We select, develop, and reward excellence in employees.
  - We encourage creativity, imagination and pioneering.
- **Diversity and Equal Opportunity.** CyberOptics is committed to respecting all human rights including those of women and minority groups. In furtherance of this commitment, CyberOptics provides equal opportunity to all applicants and employees regardless of their membership in any protected class, including without limitation, that based on race, creed, color, religion, gender, age, national origin, ethnicity, disability, military service, protected veteran status, genetic information, sexual orientation, gender identity, or any other characteristic protected by federal, state or local law (hereinafter, "protected categories"). CyberOptics is further committed to ensuring that employment decisions are based on valid job requirements. All employment actions, such as recruiting, hiring, training, promotion, compensation, benefits,

transfers, layoffs, and terminations are administered fairly to all persons on an equal opportunity basis and without discrimination on the basis of any protected category. CyberOptics will also provide qualified applicants and employees with disabilities any needed and reasonable accommodations as required by law. CyberOptics maintains legally required affirmative action plans for minorities, women, individuals with disabilities and protected veterans. These affirmative action plans include implementing an internal audit and reporting system to monitor and measure the effectiveness of CyberOptics equal employment opportunity efforts and this information is reported to executive management.

- **Harassment and Discrimination Free Workplace.** CyberOptics is committed to creating a work environment free from harassment, and free from discrimination on the basis of an employee's membership in any protected category named above. Additionally, CyberOptics has created a conduct policy that goes beyond applicable legal requirements and ensures all employees are treated in a respectful and dignified manner. Adherence to these policies leads to a safe, professional, respectful, and productive work environment for all CyberOptics employees.
- **Training, Development and Engagement.** All employees are provided with appropriate job skills training. CyberOptics encourages employees to augment their internal training through programs such as tuition reimbursement, and payment for third party seminars, symposiums and the like. CyberOptics promotes active development of its employees through ongoing informal dialogue and mentoring, and through formal annual, written performance evaluations. Additionally, all CyberOptics employees are trained annually on key policies, including with respect to this Human Rights policy.
- **Payment, Work Hours and Work Conditions.** CyberOptics complies with all applicable laws related to pay practices and work hours and further is committed to providing all employees with a fair or living wage. We treat all employees fairly and honestly regardless of where they work. All employees are entitled to reasonable rest breaks, access to toilets, rest facilities and portable water at their place of work.
- **Safety, Health and Well Being.** CyberOptics is committed to the health and safety of its work force and takes reasonable steps to provide for a safe workplace, including by complying with all applicable safety and health related laws and implementing safety programs aimed at minimizing the risk of accidents, injury, or exposure to health risks. CyberOptics engages its employees to improve the safety and health of our work environment by encouraging them to identify and report safety hazards to CyberOptics management. Training on key safety and health related policies and practices is conducted in intervals as required by applicable law. Measures are implemented to promote the security of all employees, including as applicable, conducting employment applicant background checks and maintaining controlled access to CyberOptics facilities. Ensuring the well being of our employees is actively promoted by encouraging employees to seek work-life balance, including via personal time off, holiday and other leave policies and practices, by encouraging employee fitness, and by the availability of a stop smoking incentive program.

- **Freedom of Association.** CyberOptics respects freedom of association and employee rights to collective bargaining without fear of retaliation. We are committed to an open and constructive dialogue with our employees.
- **Child and Forced Labor.** CyberOptics will not hire employees under the age of 18 or the minimum age permitted by applicable law, whichever is older. CyberOptics believes in the elimination of all forms of forced or compulsory labor.
- **Suppliers and Contractors.** CyberOptics expects its suppliers and contractors to respect this Human Rights Policy and implement policies and practices consistent with those set forth herein.

**Responsibility and Reporting.** CyberOptics Human Resources (HR) department has overall responsibility for this Human Rights policy. Employees must report known or suspected violations of this policy to CyberOptics HR who in turn will conduct a thorough investigation thereof. Additionally, employees may report any known or suspected violations to CyberOptics Ethics Officer in accordance with the reporting information set forth in the CyberOptics Code of Conduct (including on an anonymous basis). The results of the investigation will be reported to executive management who will decide on appropriate actions, including without limitation, with respect to any discipline. Violations of this policy will result in discipline, up to and including termination of employment. CyberOptics executive management will notify the CyberOptics Board of Directors of any violations of this Policy.