

Human Rights Policy Governing the Otis Supply Chain

A. SUMMARY

As declared in the [Otis Absolutes](#), creating a world where people connect and thrive starts with basic human rights and quality of life around the world. Otis is committed to these principals, and to reducing the risk of human rights violations, including all forms of human trafficking, child labor, and other types of forced labor in its global supply chain. To that end, Otis shall maintain a Human Rights in the Supply Chain Program designed to detect and mitigate exploitation of human life in its supply chain.

B. APPLICABILITY

This Policy applies to Otis Worldwide Corporation, its regions, subsidiaries, divisions, and other controlled business entities and operations and all directors, officers, employees thereof, worldwide (collectively "**Otis**").

C. DEFINITIONS

- "**Human Rights in the Supply Chain Program**" ("Program") means an organized approach and structure designed to detect, mitigate, and deter human rights violations including human trafficking and forced labor.
- "**Human trafficking**" involves the use of force, fraud, or coercion to obtain labor or service, of any kind, which has not been offered voluntarily. (*ILO Forced Labour Convention, C29, 28 June 1930*)
- "**Supplier(s)**" means any entity or individual that provides goods or services to Otis.

D. POLICY

1. Otis shall not do business with any Supplier, individual, or entity that it knows has a demonstrated or reputed inability or unwillingness to comply with the principles of the Otis Supplier Code of Conduct or applicable law—for example, laws prohibiting human rights violations, human trafficking, forced labor, modern slavery, and child labor, including international standards governing the [Worst Forms of Child Labor](#).
2. Otis will maintain a comprehensive **Human Rights in the Supply Chain Program**. This Program will take a risk-based approach to detecting and deterring human rights violations in the supply chain, including but not limited to: risk-identification, assessment, mitigation, due diligence, training, and remediation.
3. The Program will meet, and strive to exceed, the standards set forth by government agencies around the world to protect and uphold human rights including, but not limited to the:
 - Australia Modern Slavery Act
 - California Transparency in Supply Chains Act
 - Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act
 - EU Non-Financial Reporting Directive
 - German Supply Chain Due Diligence Act
 - United Kingdom Modern Slavery Act
 - United States Federal Acquisition Regulation
 - United States Countering Americas Adversaries Through Sanctions Act

E. RESPONSIBILITIES

The SVP, Global Supply Chain is responsible for interpretation

F. REFERENCES

1. [The Otis Absolutes](#)
2. [ILO Forced Labour Convention, 930 \(No. 029\)](#)
3. [ILO Minimum Age Convention, 1973 \(No. 138\)](#)
4. [ILO - Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#)
5. [Otis Supplier Code of Conduct](#)