The Timken Company Human Rights Policy
(Last Updated 02.22.21)

The Timken Company, its subsidiaries and its associates (collectively, "Timken" or "we") are committed to respecting and promoting internationally recognized human rights principles[1] throughout our global enterprise. Such principles inform this policy, but the statements contained herein and standards established hereby are unique to Timken.

Statement on Human Rights

While governments serve a principal role in protecting human rights internationally, Timken believes that we should respect and promote human rights in our sphere of influence. Timken recognizes that we have the opportunity to make positive and lasting contributions in the communities in which we operate through both economic and social development. As such, Timken is committed to promoting and protecting recognized human rights in our local communities.

Consistent with that commitment, Timken supports the below principles and statements.

- Timken does not condone or permit human trafficking, the use of child, forced, indentured or involuntary labor in any of our operations or our suppliers' operations.
- We conduct business with care for the environment and for the health and safety of each other, our suppliers, our customers and the people in the communities where we operate.
- Timken does not tolerate any form of discrimination and embraces diversity and inclusion.
- Timken seeks to provide pay that is competitive and equitable based on the local markets in which we operate and pays wages that meet or exceed local legally required minimums.
- We respect the principles of freedom of association and the right to collective bargaining and comply with applicable local, state, and national laws on working hours.
- Timken promotes development of our local communities and always seeks to obtain free, prior informed consent when transacting with indigenous peoples.
- We view access to clean water as an important human right, especially in water-scarce areas.

In addition, Timken respects the rule of law and operates in accordance with applicable law and our Standards of Business Ethics in each of our locations. In addition, we have established procedures to evaluate and select suppliers and contractors based on our core values and our Supplier Code of Conduct and expect our suppliers and contractors to abide by the terms set forth therein.

[1] Such principles include those set forth in the UN Guiding Principles (UNGP) on Business and Human Rights, the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social, and Cultural Rights (ICESCR), and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Reporting Noncompliance

We encourage our associates, customers, suppliers, and other third parties to contact one of our ethics reporting resources if they see or learn of something that may indicate noncompliance with this policy. These resources include:

- The ethics and compliance office at ethics@timken.com
- The Timken HelpLine (anonymously, if desired) at 1-800-846-5363 or at www.timkenhelpline.com

We do not tolerate acts of retaliation for any legally protected activity against anyone who makes a good faith report or who participates in an investigation. Making a report in "good faith" means that the information provided is complete and accurate and is believed to be true. Individuals who are responsible for, or who participate in, retaliation could be subjected to disciplinary action, up to and including termination.

Related Policies, Standards, and Statements

This policy should be read in conjunction with the following policies, standards, and statements:

- Our Standards of Business Ethics
- Our Supplier Code of Conduct
- The Timken Forced Labor and Human Trafficking Statement
- Our Conflict Minerals Policy