



Position on Freedom of Association

Tennant recognizes that fostering a work environment that supports the success of all employees is critical to advancing the Company's ability to grow and its vision to make the world a cleaner, safer, healthier place. And as a signatory of the United Nations Global Compact, we adhere to the Ten Principles, one of which encompasses the right to freedom of association and the effective recognition of the right to collective bargaining.

This policy applies to all Tennant employees and contractors globally.

Position

Tennant respects the principles of freedom of association and the right to collective bargaining in accordance with applicable national law. Tennant recognizes an employee's right to form or join a labor union, or to refrain from doing so, without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized labor union, we fulfill our bargaining obligations as defined by the law. We respect that freedom of association is a fundamental right and recognize the right to collective bargaining as stated in the International Labor Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work. We adhere to applicable national laws that govern employee rights to exercise freedom of association and collective bargaining.

Exceptions

None

Related Information

[UN Global Compact Ten Principles](#)

[ILO Declaration on Fundamental Principles and Rights at Work](#)

Standard Review Cycle

Two years



Addressing Non-Compliance

Failure to follow this policy may result in disciplinary action, up to and including termination.

Legal Notice Update

We reserve the right to make any changes and corrections to this notice. Please refer to this page from time to time to review these and new additional information.

Questions

For further information regarding this Policy, please contact the Law Department.

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