

HUMAN RIGHTS POLICY

PREAMBLE

Kadant Inc. (together with its affiliates and subsidiaries, “Company”) is a global supplier of high-value, critical components and engineered systems used in process industries worldwide. Our products, technologies, and services play an integral role in enhancing process efficiency, optimizing energy utilization, and maximizing productivity in resource-intensive industries.

As a company with a global reach, we work with employees, suppliers, subcontractors and other third parties of many different nationalities, cultures and customs. We expect individuals to be treated with dignity and respect. It is fundamental to the sustainability of our Company and the communities in which we operate.

Human Rights Principles

Kadant’s board of directors and management are fundamentally committed to respecting and supporting internationally recognized human rights in alignment with the United Nations Universal Declaration of Human Rights and the principles of the United Nations Global Compact. This policy is implemented by our management team, upheld by our employees and our compliance with it is overseen by Risk Oversight and Sustainability Committee of our board of directors.

Kadant complies with applicable international and local legal requirements in the countries in which we operate. We comply with international norms and applicable local requirements and continuously seek ways to uphold the principles set forth in this Human Rights Policy.

Equal Employment Opportunities

Kadant is an equal opportunity employer that supports and subscribes to a policy of nondiscrimination in all aspects of employment. We work hard to ensure the diversity of our organization. Our employee handbooks and Code of Business Conduct and Ethics affirm that we will afford equal opportunities in accordance with applicable laws for employment to all individuals of any race, color, religion or belief, sex, sexual orientation, gender identity or expression, marital or civil partner status, nationality, ethnic or national origin, disability (including but not limited to disabled veteran or veteran of Vietnam era status), age, and any other characteristic protected by applicable law, with due regard to an individual’s relative qualifications and abilities.

Workplace Security

Our intent and goal are to provide our employees, wherever located, with a work environment free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. By “harassment,” we mean unwelcome conduct, whether physical, verbal or virtual, based on characteristics protected by applicable law. We will not tolerate harassment, whether by a fellow employee, manager, supervisor or non-employee doing business with the Company, in the workplace or in other settings in which our employees may find themselves in connection with their employment. We will not tolerate any retaliation against an employee who has complained about harassment or any retaliation against an employee who cooperates with an investigation of a harassment complaint. Such retaliation is unlawful in most if not all of the countries in which the Company operates.

Child Labor Avoidance

We prohibit the exploitation of children or use of children as workers and do not tolerate such practices by our suppliers. We comply with applicable local child labor laws and employ only employees who are over the age of 15 and who meet the applicable minimum legal age requirement for their location and expect the same of our suppliers.

Forced Labor and Human Trafficking and Slavery

Kadant prohibits forced, slave, bonded, or indentured labor or involuntary prison labor, and we do not tolerate any of the same from our suppliers. We are opposed to all human trafficking and slavery in our operations, our supplier’s operations or elsewhere. We comply with local laws prohibiting forced or involuntary labor and human trafficking.

No Undocumented Workers

We only utilize workers who have a legal right to work in the country in which their work is performed.

Working Hours, Wages and Benefits

We comply with all applicable local laws and regulations with respect to wage and hour laws, including those related to minimum wages, overtime hours, piece work, maximum hours worked per day or maximum days worked per week, and other elements of compensation or legally mandated benefits. Unless otherwise provided by local laws, deductions from basic wages as a disciplinary measure are not permitted (this does not exclude the entitlement of damages on a contractual or legal basis). We provide our employees with fair and competitive compensation and benefits.

Freedom of Association

We are committed to an open and constructive dialogue with our employees and workers' representatives. In accordance with local laws, we respect the rights of our employees to associate freely, join labor unions, seek representation, join works councils, and engage in collective bargaining. We do not disadvantage employees who act as workers' representatives.

Diversity and Inclusion

Kadant values the diversity and inclusion of the people with whom we work. We are committed to maintaining practices and policies for the protection of women's and minority groups' rights. We also recognize and respect the diversity, cultures, customs and values of the people in the communities in which we operate. Furthermore, we acknowledge our impact on these communities. Where appropriate, we are committed to engaging in dialogue with stakeholders in these communities on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level.

Safe and Healthy Workplace

The safety and health of employees and the public are very important to the Company. Safety rules and work practices developed by our businesses are intended to help preserve the safety and health of employees and the public and to comply with applicable regulations. Employees are expected to know the safety rules pertaining to their job assignment, and to comply with these rules in the performance of their jobs. The Company will not tolerate any conduct by employees that jeopardizes the safety of the workplace, other employees or the public.

Suppliers, Subcontractors, Vendors and Other Third Parties

We expect our suppliers, subcontractors, vendors and other third parties to treat their employees and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of this policy. Our expectations of suppliers and subcontractors are further set forth in our Global Supplier Code of Conduct.

Identification of Concerns

We provide means for our employees to report concerns or potentially unlawful activities in the workplace, as further set forth in our Ethics and Compliance Hotline policies and procedures. Any report is treated in a confidential manner. We investigate such reports and take corrective action if needed.

Approved by the Board of Directors on: March 9, 2021

Supersedes: September 17, 2020