

Human Rights Policy

Applies To

This document applies to all 3M employees worldwide, contingent workers, anyone doing business with or on behalf of 3M, candidates for hire at 3M and others acting on 3M's behalf. This global policy applies to all locations and situations where 3M business is conducted and to all company sponsored events.

Introduction and Background or Purpose

3M Management, the United Nations and national and state governments have set forth requirements in order to ensure the fair treatment of humans in accordance with the Americans with Disabilities Act (ADA), Equal Employment Opportunity Commission (EEOC), United Nations (UN) Standards, and national and state labor laws. 3M respects international human rights principles, including the United Nations Declaration of Human Rights, the United Nations Guiding Principles for Business and Human Rights (UNGP), the European Human Rights Convention, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Cooperation and Development (OECD), and the UN Convention Against Corruption.

3M is committed to upholding human and workplace rights in all 3M operations globally. This commitment is embodied in 3M's Human Resource Principles, which respect the dignity and worth of all individuals, encourage the initiative of each employee, challenge individual capabilities, and provide equal opportunity for development.

Requirements

Overall responsibility for ensuring compliance with this document is assigned to all 3M employees including supervisors, managers, and Human Resources. 3M values its people. Our culture always has emphasized integrity and fairness alongside innovation and excellence, and we will continue to respect and help employees develop their diverse talents. 3M will continue to recognize its responsibility with regard to:

Safe and healthy workplace – Assuring that 3M provides a safe and healthy workplace to all employees, and that the 3M workplace complies with applicable laws, regulations, and policies.



Respectful Workplace – Prohibiting unlawful discrimination and harassment and assuring that all employees and anyone doing business with 3M are treated with respect.

Workplace Security – Maintaining a workplace that is free from violence, harassment, intimidation or other unsafe or disruptive conditions.

Work hours and wages – Complying with all local applicable laws and regulations relating to wages, work hours, break time(s), overtime and benefits.

Freedom of Association – Respecting the ability of employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where 3M does business.

Child Labor – Complying with all local applicable laws and regulations relating to hiring minors. 3M applies a minimum hiring age of 16. 3M sites and operations are expected to have a procedure for verifying the age of employees at the time of hire. If it is determined that any employee is underage, employment must be terminated, and 3M site management should take appropriate remedial steps that include consideration of the child's best interest.

Forced Labor – Prohibiting the use of all forms of forced labor, including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. 3M will not retain original employee documents (such as government issued identification, passport or work permits) unless employees voluntarily request 3M to safely store them, or where required by law. If 3M retains employee documents, 3M will not deny employee access to the originals of their identity or immigration documents.

Additionally, 3M does not permit the practice of having employees pay recruitment fees or other related fees, in order to obtain employment. This practice can result in employees being forced to work in order to pay off debt incurred as part of securing employment. If an employee has been charged fees to secure employment, those fees shall be repaid to the employee.

Failure to comply with these requirements may result in discipline, up to and including termination of employment.

Additional Elements

3M complies with the International Labour Organization (ILO) Article 1, Section 2, specifically, with the EU Corporate Sustainability Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains.