



Human Rights Policy

Proto Labs, Inc.

April 2020

HUMAN RIGHTS POLICY

INTRODUCTION AND PURPOSE

Protolabs recognizes its responsibility to protect human rights and is committed to fostering an organizational culture which promotes support for internationally recognized human rights and labor standards. This Human Rights Policy applies to all Protolabs employees worldwide and anyone doing business with or on behalf of Protolabs and anyone acting on behalf of Protolabs. This global policy applies to all locations and cases where Protolabs business is conducted and at all company sponsored events.

Respect for human rights is a fundamental value at Protolabs. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, customers and suppliers.

This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD) and the International Labor Organization's (ILO) Core Conventions on Labor Standards.

Protolabs is committed to supporting human and workplace rights in all of Protolabs global locations. Protolabs is committed to respecting the dignity and worth of all individuals while providing equal opportunity for all Protolabs employees by complying with the following policies:

We expect our customers, suppliers, shareholders and affiliates to share these same values. Protolabs expect our vendors and suppliers to have similar policies and practices that apply to all workers, suppliers, and their supply chains, including migrant and temporary workers

A SAFE WORKPLACE

Protolabs is committed to providing a safe and healthy working environment that minimizes health and safety risks. Our processes support accident prevention and prioritizes the health and safety of all of our employees and all others affected by their activities. We provide and require our employees to use personal protective equipment at all times. To ensure our employees understand the importance of safety, we provide regular, mandatory training.

EDUCATION & TRAINING

Protolabs provides education and training to all employees on the expectations for its business conduct with respect to human rights, health, safety, environmental stewardship, and Protolabs' compliance with laws. Failure to conduct business in compliance with this Policy is grounds for disciplinary action.

FAIR WAGES

Protolabs provides wages and benefits that meet or exceed the requirements of local law. Additionally, Protolabs is committed to providing comprehensive benefits plans including paid leave, retirement savings, health benefits, dental benefits, maternity leave, parental leave, family care leave, and child care benefits. All overtime will be performed and compensated in accordance with the law and the individual's employment contract or other applicable contract or collective agreement.

SLAVERY, FORCED LABOR AND HUMAN TRAFFICKING

Protolabs will not tolerate slavery, forced labor, or human trafficking in any form and Protolabs will not knowingly work with vendors who engage in these practices or permit their subcontractors to engage in these practices. Protolabs expects all employees, vendors and suppliers to fully comply with the requirements of applicable slavery, forced labor and human trafficking laws, including without limitation to the UK Modern Slavery Act 2015.

All work performed for Protolabs will be performed in accordance with a commitment or a contract that has been entered into voluntarily. Vendors must not use involuntary labor of any kind, including prison labor, debt bondage, or forced labor by governments. Vendors or suppliers must not engage in practices associated with forced labor. These practices, identified by the International Labour Organization (ILO), include withholding of wages, retention of identity documents, and restriction of movement. Vendors should put into place measures that ensure workers are not exploited by third party labor providers, such as recruiters or agencies

CHILD LABOR

Protolabs will not employ child labor, and will take the necessary measures to ensure that it does not employ anyone under the applicable legal minimum age of employment. Such measures include age verification systems, training for managers, and communicating with subcontractors, vendors and suppliers on child labor issues. Protolabs fully supports and abides by ILO Conventions 138 and 182, and the UN Convention on the Rights of the Child. The term "child" refers to any person under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is higher.

ANTI-DISCRIMINATION

All employees will be treated with respect at all times. Protolabs is committed to providing a workplace free of discrimination, harassment, victimization, and any other form of inappropriate behavior or abuse based on an individual's age, disability, ethnic or social origin, gender, gender identity, nationality, race, sexual orientation, marital status, parental status, pregnancy, political convictions, religious beliefs, union affiliation, or veteran status. Protolabs vendors and suppliers are also expected to comply and maintain an environment free of harassment, violence and abuse (physical or verbal) at all times.



WATER & HEALTH

Protolabs understands and recognizes the connection between respect for human rights and water use in our communities. We believe in the universal human need for sustainable water supplies and proper sanitation. We strive to be good stewards of water resources and seek to minimize waste and contamination.

FREEDOM OF ASSOCIATION

Protolabs respects workers' rights to freedom of association by meeting or exceeding the relevant requirements of local law.

POLICY COMPLIANCE

Protolabs expect our employees, vendors and suppliers to report any suspicious activity or any conduct to be in violation with any aspect of this policy to any member of the Executive Leadership Team, the Board of Directors or the Ethics hotline.

Protolabs will not tolerate retaliation against any employees who reports a concern in good faith or for cooperating in an investigation even if no evidence is found to substantiate the report.