

Benchmark's Human Rights Statement

Benchmark is committed to advancing and safeguarding fundamental human rights throughout our global operations, supply chain, and business partnerships. We recognize that honoring human rights is vital to sustained value creation and growth. Our human rights commitments are based on internationally accepted standards as described in the Responsible Business Alliance (RBA) Code of Conduct and others.

Responsible Supplier Management and Ethics

Benchmark is committed to working with suppliers who support sustainability and human rights initiatives. Managing a responsible supply chain includes a proactive approach to supplier onboarding combined with an auditing process to assess potential supply chain risks. We expect our suppliers and partners to uphold human rights principles as reflected in the RBA Code of Conduct and to comply with our Supplier Code of Conduct. To view the RBA Code of Conduct and Benchmark's Supplier Declaration on Business Ethics, visit bench.com/suppliers.

Fair and Safe Working Conditions

The prevention, detection and reporting of any violation of human rights in any part of our business or supply chains is the responsibility of all those working for us or under our control. We prohibit forced labor in any form, including without limitation bonded or indentured labor, child labor, and human trafficking. All work must be voluntary, and workers shall be free to leave employment at any time or terminate their employment without penalty having provided required notice.

Freedom of Association

Benchmark respects the rights of employees to freely associate. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. This includes the voluntary decision to join labor unions, worker councils, or other representative bodies, in alignment with applicable laws.

Health and Safety

We are committed to providing safe and quality work environments. We provide a workplace free from threats of violence, bodily harm or physical intimidation. Our focus on maintaining occupational health and safety covers our entire workforce.

Prohibition on Recruiting Fees

Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

Inclusive Workplace Culture

Benchmark is committed to cultivating a workplace where inclusion and mutual respect are foundational. We value inclusion by respecting diverse backgrounds and opinions to collaborate effectively. We strictly prohibit discrimination, harassment, and any behavior that undermines fair treatment of our team members.

Non-Discrimination and Equal Opportunity

Benchmark is an equal opportunity employer and will not discriminate against any worker or applicant in an unlawful manner. It is Benchmark's policy to treat all workers fairly and equally pursuant to applicable laws. We comply with all non-discrimination requirements. We do not tolerate discrimination based on race, color, age, sex, gender identity, national origin, disability, pregnancy, religion, or other protected characteristics. Workers are provided reasonable accommodation request practices for covered individuals based on religion, disability, or any other protected status. We promote an inclusive workplace.

Governance Oversight

Governance of human rights is integrated into our Handbooks, Code of Conduct, and sustainability governance framework. Company leaders at all levels have a special obligation to encourage an open work environment and ethical culture, where employees are treated respectfully and may raise issues or concerns without fear of retaliation. Observed and reported potential illegal or unethical behavior is promptly investigated. We provide whistleblower protection, accessible grievance mechanisms and investigate all credible reports of violations.