

## **HURCO COMPANIES, INC.**

### **SUPPLIER CODE OF CONDUCT**

Corporate integrity, fair and ethical business practices, responsible product sourcing, and the safety and wellbeing of workers across the global supply chain are of paramount importance to Hurco Companies, Inc. (“**Hurco**” or the “**Company**”). These principles are set forth in a variety of the Company’s corporate governance documents, including the following policies, and they apply to all aspects of Hurco’s business: the Hurco Code of Business Conduct and Ethics, Hurco Corporate Governance Principles, Hurco Human Rights Policy, Hurco Environmental, Social, and Governance Policy, Hurco Conflict Minerals Policy, and Hurco Responsible Sourcing and Modern Labor Policy. Accordingly, we expect that all manufacturers, distributors, vendors, and other suppliers (each a “**Supplier**” and, collectively, “**Suppliers**”) that supply products, components, or services to Hurco to adhere to the same principles set forth in these policies and as summarized in this Supplier Code of Conduct (this “**Code**”).

#### **Ethics Generally; Compliance with Laws**

Hurco expects all Suppliers to compete fairly and honestly in a way that does not engage in unethical or illegal business practices. Suppliers should comply with all applicable laws related to the operation of their businesses; the treatment, health, and safety of their workers; their impact on the local and broader environment, including through the operation of their facilities and in their sourcing of components and inputs; and in their broader interactions with other constituencies or stakeholders. Additionally, Hurco expects Suppliers to protect and use only as appropriate or permitted confidential information that belongs to the Company or others; to comply with the United States Foreign Corrupt Practices Act, the U.K. Bribery Act of 2010, and all other anti-corruption or anti-bribery laws applicable to their business; and to provide a mechanism for employees and other Supplier stakeholders to report illegal or unethical behavior or conduct.

#### **Human Rights; Working Conditions; Anti-Discrimination**

Hurco is committed to upholding fundamental human rights and believes that all human beings should be treated with dignity, fairness, and respect. Accordingly, Hurco expects all Suppliers to comply with all applicable laws related to slavery and human trafficking; diversity and inclusion; freedom of association and collective bargaining; workplace safety; work hours, compensation, and benefits; workplace security; child labor; land rights and water resources; and discrimination, harassment, and retaliation.

Suppliers should ensure that they are not, and that their supply chain partners are not, engaged in any form of compelled, involuntary, or forced labor; illegal, unlawful, or unsafe child labor; indentured labor; slavery; or human trafficking. In doing so, Suppliers should implement and maintain a reliable system to verify and record the eligibility of all workers, including age and legal status of foreign workers.

Similarly, Hurco expects all Suppliers to provide fair working conditions, including fair wages and reasonable working hours compliant with applicable legal requirements. Suppliers should provide a safe, healthy, and sanitary working environment, including adequate and appropriate personal protective equipment to protect workers against hazards typically encountered in the scope of work; education or training related to minimizing and responding to workplace accidents, injuries, fires, natural disasters, and other emergencies; and facilities meeting all applicable building codes and legal construction requirements. Suppliers should ensure that workers have the rights to freedom of movement and to terminate employment, in each case without delay or hindrance and otherwise without the threat or imposition of any discipline, penalty, retaliation, fine, or other monetary obligation.

Finally, Hurco expects Suppliers to promote an inclusive and diverse workforce that recruits, employs, treats, and promotes people regardless of race, color, religion, age, sex, national origin, disability, sexual orientation, gender identity, gender expression, military status, marital or pregnancy status, or any other characteristic other than the worker's ability to perform the job. Suppliers should not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practice on such bases. Hurco expects Suppliers to prohibit unlawful discrimination, harassment, and retaliation in the workplace.

### **Environmental Protection; Responsible Sourcing; Stewardship**

Hurco expects all Suppliers to operate their businesses and facilities in compliance with applicable environmental laws, including laws relating to waste disposal, emissions, discharges, and hazardous and toxic material handling. Suppliers should strive for continuous improvement in their environmental stewardship and management systems, investigate alternative options for the reduction, reuse, and/or recycling of material to reduce the amount of waste and pollution they create; and otherwise minimize the impact of their operations or activities in a way that preserves natural resources and reduces pollution. Hurco expects Suppliers to engage in responsible sourcing practices, including applicable rules and regulations related to the sourcing of conflict minerals and similar substances.

### **Violations; Anti-Retaliation; Termination**

Hurco expects Suppliers and their workers to self-report any violations of this Code. Suppliers should not retaliate or take disciplinary action against any worker who has, in good faith, reported violations or questionable behavior applicable to this Code, or who otherwise sought advice regarding this Code. Subject to restrictions under applicable law or other contractual rights, Hurco reserves the right to immediately terminate its business relationship with a Supplier if that Supplier fails to meet the standards and/or principles set forth herein.

*The Company reserves the right to amend this Code at any time. Nothing herein says or implies that a contract exists between the Company, on the one hand, and any Supplier or other third party, on the other. Nothing in this Code implies that a Contract exists between the Company and any other party or that a party's compliance with the Code is a guarantee of continued employment, contract, or other business relationship with the Company.*