



Freedom of Association

Monday, March 18, 2024

Freedom of Association

WD-40 Company recognizes the rights of our employees to freely associate and openly communicate regarding their working conditions, including the rights of employees to engage in collective bargaining. The company is committed to a purpose driven and value-guided workplace as confirmed in our Code of Conduct. In the jurisdictions where we do business, we respect and comply with all relevant laws and strive to be an employer of choice and upstanding corporate citizen under all circumstances.

WD-40 Company Supplier Freedom of Association Expectations

WD-40 Company respects and is committed to protecting the human rights and the dignity of the people who contribute to the success of our business. The suppliers with whom we contract shall recognize and respect their employees' right to associate freely including the right to engage in collective bargaining. Suppliers shall take affirmative steps to ensure compliance with any applicable legislation that mandates the election of work representatives or the establishment of joint consultative mechanisms and ensure compliance. Suppliers will implement and maintain effective grievance programs designed to effectively and equitably resolve employee complaints and disputes.