



Human Rights Policy

INTRODUCTION

Supported by unwavering management commitment and engaged Board oversight, we will operate our business with a demonstrated commitment to the highest level of ethical conduct, everywhere in the company and every day. This commitment is reinforced by strong policies and practices related to fair, ethical and honest business dealings, robust governance, and compliance with applicable laws, while demonstrating respect for human rights at ITW and throughout our supply chain.

This Human Rights Policy applies to all ITW employees and locations worldwide and others who may act on ITW's behalf.

OUR COMMITMENTS

Consistent with our core values, ITW is committed to human rights in the workplace. This commitment includes respecting all individuals and encouraging and supporting all of our colleagues in their efforts to contribute to their full potential. In addition to being embodied in our core values, this commitment is reflected in ITW's Principles of Conduct and our Supplier Code of Conduct. Among those principles are those relating to providing a workplace that protects employee well-being and safety, equal employment opportunity and fair treatment for all employees. Our commitment also includes compliance with all applicable laws regarding slavery, human trafficking, child labor and data protection/privacy.

While this policy is uniquely our own, we acknowledge that many independent organizations have proposed human rights commitments, such as the United Nations Global Compact and Universal Declaration of Human Rights as well as the International Labor Organization's Declaration on Fundamental Principles and Rights. These organizations generally follow the principles that businesses should respect human rights and should not participate in human rights abuses. ITW integrates these principles into our own core values, Principles of Conduct, this Human Rights Policy, and our Supplier Code of Conduct, which govern what we expect of ourselves and of our suppliers.

The responsibility for ensuring compliance with this policy is assigned to all employees. Employees are encouraged to raise any issues with their supervisor, Human Resources or our Legal Department, or to report to our 24-hour helpline found at www.itw.ethicspoint.com.

A handwritten signature in black ink that reads "Scott Scanti".