

NN, INC.

Human Rights Policy

NN is committed to maintaining a corporate culture that promotes, protects and supports all internationally recognized human rights. We respect the value and dignity of every individual, recognize our responsibility to respect human rights, and avoid complicity in human rights abuses.

Purpose

Our Company benefits when we treat human rights as fundamental and inalienable. This approach helps ensure that we make the right investments in our people that strengthen and improve our business for the long term.

Applicability

This Policy applies to all NN operating units and all of its directors, officers, employees (including temporary employees), suppliers, and contractors around the world. Our employees, officers, directors, suppliers, and contractors are required to conduct themselves in accordance with this Policy and our Code of Business Conduct and Ethics. Suppliers and contractors are expected to take appropriate actions to require their own suppliers, subcontractors, agents, vendors, and partners to follow this Policy when providing goods or services to NN.

Employees

We believe that all employees deserve to be treated with respect and dignity, which includes working in an environment that is free from harassment and discrimination. We maintain an ethical work environment that reflects the core values of our Company, and we foster a safe and inclusive workplace. NN is a global company, and the world we serve is diverse in its social customs and cultural traditions. We respect and embrace this diversity, and believe the unique viewpoints that we each bring to our roles challenge and enable us to think more broadly, while helping us better serve our customers and communities.

Suppliers

NN is committed to high standards of ethical and business conduct as it relates to its procurement of goods and services. We strive to respect human rights through our supply chain by encouraging actions that are consistent with this Policy, and by using suppliers whose corporate values are consistent with ours. Our suppliers are expected to protect the rights of workers, including those regarding health and safety standards and local wage and hour laws. Further, they must not engage in the use of forced labor, child labor, or human trafficking of any kind.

Communities

Being a good corporate citizen to the communities we serve is a core value at NN, and our

respect for human rights extends to the communities where our employees live and work. We recognize and enthusiastically accept our responsibility to these communities, from our ethical behavior to our involvement in and support for community activities.

The Environment

We conduct our operations in an environmentally responsible manner and in compliance with all applicable legal requirements. In addition, we look to reduce our environmental footprint, reduce the production of waste, reduce our use of scarce natural resources, and protect our global environment. It is important to our Company, our employees, our stakeholders and our local communities that we proactively manage our environmental impacts and continue to enhance the sustainability of our operations.

Diversity, Equity, and Inclusion

NN values and advances diversity, equity, and inclusion in the workplace. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, physical or mental disability, sexual orientation, gender identification or expression, citizenship status, veteran status, marital status, genetic information, or any other status protected by applicable law. Qualifications, performance, skills and experience are the basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company.

Labor Relations

The Company respects the rights of employees to form, join, or not join labor unions. This includes the right to freedom of association and collective bargaining. Our employees have the right to fair working conditions, competitive wages and reasonable working hours. We do not tolerate the use of child labor, forced labor, bonded labor, or human trafficking of any kind.

Responsibilities

Everyone at NN is responsible for observing and promoting this Policy. The Company and its managers are responsible for upholding specific areas of this Policy, communicating them to their employees, supporting NN's efforts to respect and support the protection of human rights, modeling their behavior accordingly, and raising concerns regarding potential non-compliance with this Policy.

Consequences/Penalty for Non-Compliance

Adherence to all Company policies is mandatory. Non-compliance may result in disciplinary action, up to and including termination. A violation, or suspected violation, of this Policy should be reported to your manager, your site's human resources department, the Chief Human Resources Officer, the Chief Compliance Officer, or the General Counsel.