Human Rights Policy
Brooks Automation is globally committed to respecting human rights.
The Brooks Automation Human Rights Policy is based on our core values
of Integrity, Accountability, and Valuing Employees and Customers.
We commit to conduct our business in an ethical and responsible manner that respects human rights.
We work to identify and do business with partners who aspire to conduct their business in a similar
manner. This policy applies to every employee and agent of Brooks Automation.
This policy operates in conjunction with our current company policies such as Corporate EH&S, Respect
in the Workplace, Supply Chain Social and Environmental Responsibility, Standards of Conduct, and
Conflict Minerals Policy Statement.
This policy is uniquely our own. However, in its development, we considered for purposes of guidance,

Human Rights Policy

Privacy
Consistent with our Workplace Privacy Notice and Protection of Employee Personal Information policy, the
Company complies with all local data protection regulations worldwide including, but not limited to European
Union’s General Data Protection Regulation (“GDPR”). Brooks strives to take all reasonable precautions to
protect Personal Data from loss, misuse, and unauthorized access, disclosure, alteration, and destruction,
subject to applicable laws.

Safe and Healthy Workplace

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Human Rights Policy
● Conflict Minerals Policy Statement; and,
We strive to review the operationalization of this statement with a goal toward the continuous
improvement of our ability to fulfill our commitments.
Our Human Resources and Legal Departments are responsible for coordinating the operationalization of
our commitments in this Human Rights policy across the Company
Stakeholder Engagement
Consistent with our commitment to dialogue and engagement, we consult with relevant internal and
external stakeholders to understand human rights-related concerns and issues, and to assess and
escalate them as appropriate.
Reporting Issues Related to Our Commitment to Respect Human Rights
This Statement complements the Company’s Corporate Ethics Hotline available here: Ethics Hotline
 which sets forth the Company’s clear policy on reporting illegal or unethical behavĀ　(ࠀ倀man ns y a rbe Ethics ē䍵舀�ppo.