

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Graco Inc. and its subsidiaries (collectively “Graco”) are committed to conducting business in an ethical manner and with integrity, and in compliance with all applicable laws and governmental regulations. This statement describes Graco’s efforts and actions to combat modern slavery and human trafficking in our business and supply chains for the calendar year ended December 31, 2025.

Modern slavery is an umbrella term that encompasses human rights violations such as human trafficking, forced labor, debt bondage, forced child labor and slavery-like practices. Graco’s policies demonstrate and reinforce our firm commitment to opposing all forms of modern slavery.

This statement is published in accordance with the provisions of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, United Kingdom (UK) Modern Slavery Act 2015, Australian Modern Slavery Act 2018 (Cth), and the California Transparency in Supply Chain Act of 2010.

This Statement is approved by an Executive Team member in his capacity as a member of the principal governing body for Graco Inc. and each subsidiary listed below. This Statement is further approved by Graco’s Vice President of Procurement.

Subsidiary	Address
Graco Canada Inc.	44 Chipman Hill PO Box 7289, Station "A" Suite 1000 Saint John, New Brunswick, Canada E2L 4S6
Q.E.D. Environmental Systems Ltd.	Unit 3, Cyan Park, Jimmy Hill Way Coventry, West Midlands, CV24QP England
Graco Limited	Central Square 5th Floor, 29 Wellington Street Leeds LS14DL, United Kingdom
Staffordshire Hydraulic Services Limited	Mount Road, Kidsgrove, Stoke-on-Trent, Staffordshire ST7 4AZ, UK
Gema Europe s.r.l. - UK Branch	Unit 20 Branksome Business Park Bourne Valley Road Poole, Dorset BH12 1DW, United Kingdom
Graco Australia Pty Ltd	Suite 17, No. 2, Enterprise Drive Bundoora, Victoria 3083 Australia
Nova Flow Systems Inc.	1325 California Avenue, PO Box 246 Brockville, Ontario, Canada, K6V 5V5



Joseph Humke
Executive Vice President General Counsel
and Corporate Secretary
Member of Governing Body



Sam Perkins
Vice President, Global Strategic Sourcing
Graco Inc.

BUSINESS STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Graco Inc., together with its subsidiaries (“Graco,” “us,” “we,” or “our Company”), is a multi-national manufacturing company. We supply technology and expertise for the management of fluids and coatings in industrial and commercial applications. We design, manufacture and market systems and equipment used to move, measure, mix, control, dispense and spray fluid and powder materials. Our equipment is used in manufacturing, processing, construction and maintenance industries. Graco is a Minnesota corporation and was incorporated in 1926.

We specialize in providing equipment solutions for difficult-to-handle materials with high viscosities, abrasive or corrosive properties, and multiple component materials that require precise ratio control. We aim to serve niche markets, providing high customer value through product differentiation. Our products enable customers to reduce their use of labor, material and energy, improve quality and environmental performance.

We make significant investments in developing innovative, high-quality products. We strive to grow into new geographic markets by strategically adding commercial and technical resources and third-party distribution in growing and emerging markets. We have grown our third-party distribution to have specialized experience in particular end-user applications. We leverage our product technologies for new applications and industries.

Effective January 1, 2025, the Company began to classify its business into three reportable segments: Contractor, Industrial and Expansion Markets. The Industrial segment consists of the newly formed Industrial Division and the Powder Division. The Company’s former Industrial and Lubrication Equipment Divisions, along with the Process Transfer Equipment business that was part of the Company’s former Process Division, were combined to form the new global Industrial Division. The Powder Division remains unchanged. The Expansion Markets segment consists of the Expansion Markets Division. The Company’s environmental, semiconductor, high-pressure valves and electric motors businesses, together with select future ventures and acquisitions, reside within this division. The Contractor segment, consisting of the Contractor Division, remains unchanged as a reportable segment relative to prior periods.

Each segment sells its products in North, Central and South America (the “Americas”), Europe, Middle East and Africa (“EMEA”), and Asia Pacific. For 2025, sales in the Americas represented approximately 60 percent of our Company’s total sales. Sales in EMEA represented approximately 24 percent and sales in Asia Pacific represented approximately 16 percent. We provide marketing and product design in each of these geographic regions. Our Company also provides application assistance to distributors and employs sales personnel in each of these geographic regions.

We manufacture a majority of our products in the United States (“U.S.”). We also manufacture products in Switzerland (Industrial segment), Italy (Industrial and Contractor segments), the People’s Republic of China (“P.R.C.”, or “China”) (all segments), India (Contractor segment), Belgium (all segments) and Romania (Industrial segment). Our manufacturing is aligned with our business segments and is co-located with product development to accelerate technology improvements and improve our cost structure. We perform critical machining, assembly and testing in-house for most of our products to control quality, improve response time and maximize cost-effectiveness. We make our products in focused factories and product cells. We source raw materials and components from suppliers around the world.

For all segments, we primarily sell our equipment through third-party distributors worldwide, positioned throughout our geographic regions, and through selected retailers. Our products are sold from our warehouse to our third-party distributors or retailers who sell our products to end users. Certain of our businesses sell their products directly to end-user customers and have direct relationships with customers.

Outside of the U.S., our operations located in Australia, Belgium, Spain, Japan, Italy, Korea, India, the P.R.C., the United Kingdom and Brazil distribute our Company's products and reinforce our commitment to those regions.

Our primary product development efforts are carried out in facilities located in Minneapolis, Anoka, Dayton and Rogers, Minnesota; North Canton, Ohio; Gossau, Switzerland; Modena, Italy; Barcelona, Spain; Suzhou, Shanghai, P.R.C.; Dexter, Michigan; Erie, Pennsylvania; and Kamas, Utah. The product development and engineering groups focus on new product design, product improvements, and new applications for existing products and technologies for their specific customer base.

For information about our company and our products, services and solutions, visit our website at www.graco.com.

Our suppliers can be categorized into different tiers:

- Tier 1 suppliers are direct suppliers of final goods and services to Graco
- Tier 2 suppliers are suppliers or subcontractors of our Tier 1 suppliers, and
- Tier 3 suppliers are the suppliers or subcontractors of our Tier 2 suppliers

POLICIES AND DUE DILIGENCE PROCESSES WITHIN GRACO

The Graco Inc. Board of Directors has adopted the following strategic policy statement: "Graco will conduct its business ethically and with integrity, and in compliance with all applicable laws and governmental regulations. Every employee will understand and follow Graco's Code of Ethics and Business Conduct and other company policies, comply with all applicable laws, and forego business opportunities that would compromise Graco's ethical standards. Management will provide training and advice on Graco's ethical standards and legal compliance."

We maintain a Code of Ethics and Business Conduct ("Code of Conduct") that is intended to help Graco implement the above policy, and achieve its mission by protecting and enhancing Graco's worldwide reputation as an ethical and law-abiding company. The Code of Conduct applies to the directors, officers and employees of Graco Inc. and all of its subsidiaries worldwide.

Our Code of Conduct sets forth Graco's basic requirements for compliance and ethics and provides the framework for our approach in managing and respecting human rights. The Code of Conduct applies to individuals and situations in all countries in which Graco and its subsidiaries conduct business. Graco's managers are responsible for creating a work environment in which the highest ethical standards are consistently practiced, and for assuring that Graco's Code of Conduct is followed and the law is obeyed. We continue to implement and improve our human rights program through our global policies, training, management systems and assessments.

The Code of Conduct is available to all Graco employees and the public on Graco's website. Enforcement of the Code of Conduct is the responsibility of Graco's Legal Department.

Our commitment to our employees consists of the following critical elements:

- **Valuing Employees.** During the calendar year 2025, Graco employed approximately 4,400 employees. Graco makes every attempt to put its employees first and believes its employees are at the heart of everything we do. Our success as a company is linked directly to attracting and retaining talented people. We do this by offering a place and a culture that employees appreciate. We strive to ensure the value proposition for our employees - including total rewards, a safe and ethical work environment, and a collaborative culture. Further, our reward programs connect all employees to the performance and success of the company. As an employer of choice, we offer pay, benefits and a work environment that attracts and retains high-performing talent. We believe that an effective compensation program must be market competitive as well as fair and equitable. Our compensation program is designed to attract and retain top talent, drive and reward performance and enhance our reputation. Our total rewards program is comprised of various elements, including base pay, variable pay, equity-based compensation for all employees, and health, welfare and retirement benefits.
- **A Great Place to Work.** Graco has consistently been recognized as a great place to work and has been included among Fortune magazine's Best Workplaces in Manufacturing and Production. This recognition was based on independent employee feedback gathered through the Great Place to Work® Trust Index™ Survey, reflecting our commitment to fostering a positive, inclusive, and high-performing workplace culture. We regularly seek input from our employees to better understand their experiences and identify opportunities for improvement. In addition to comprehensive engagement surveys, we conduct targeted pulse surveys designed to assess specific areas such as communication, collaboration, and organizational effectiveness. The insights gained from these efforts inform ongoing initiatives to strengthen communication, enhance employee engagement, and support transparency across the organization. By actively listening to employee feedback and taking meaningful action, we aim to continuously improve the employee experience and reinforce our commitment to a workplace culture built on trust, respect, and open communication.
- **Leadership Engagement.** Our leadership team recognizes and values the contributions of each employee and actively supports a positive and inclusive workplace culture, as well as ongoing career development opportunities. We are committed to fostering an environment where employees feel heard, respected, and empowered to grow professionally. To support this commitment, we actively seek and incorporate employee feedback through a variety of channels, including CEO-led all-employee meetings, employee engagement surveys, global leadership forums, and regular video communications. These platforms provide transparency into company performance and priorities while encouraging open dialogue and collaboration across the organization. In addition, we maintain an "Ask the CEO" platform that enables employees to submit questions directly to senior leadership. Responses from the CEO are shared internally on a regular basis, reinforcing our commitment to open communication, accountability, and continuous improvement.
- **Employee Health and Well-Being.** The health, wellness, and safety of our employees are fundamental to our operations and overall success. We prioritize the prevention of occupational

injuries and illnesses over operating productivity, reflecting our commitment to maintaining a safe and supportive work environment. Our Health, Wellness and Safety program is designed to promote employee engagement, support overall well-being, and foster a culture where safety is a shared responsibility. The program emphasizes proactive risk identification, injury and illness prevention, and continuous improvement in workplace practices. In addition, it aims to reduce absenteeism related to health issues, encourage healthier lifestyle choices, and mitigate employee health risk factors through education, resources, and targeted initiatives. Through these efforts, we seek to enhance employee well-being, strengthen workforce resilience, and ensure that safety remains an integral part of our business operations.

- **Employee Safety.** Graco is committed to continuous improvement in workplace health, wellness, and safety across all of its operations. Our Health, Wellness and Safety team develops, implements, and monitors safety programs designed to promote a safe and healthy work environment for all employees. The team conducts regular audits of our global facilities to assess compliance with internal standards and applicable regulations, identify potential risks, and drive corrective actions where needed. In addition, the team provides safety compliance training and resources to employees at all levels of the organization, reinforcing safe work practices, increasing awareness of potential hazards, and supporting a culture of accountability and prevention. Through these efforts, we seek to proactively enhance our safety performance and foster a workplace where the well-being of our employees is a top priority.
- **Inclusion and Diversity.** At Graco, we recognize the inherent dignity and unique contributions of each employee. We understand that our workforce brings a broad range of perspectives, experiences, and ways of thinking that strengthen collaboration and drive innovation across our teams. We are committed to fostering an environment of trust and respect, where individuals are valued for their backgrounds, life experiences, ethnicity, personal style, gender identity, age, sexual orientation, veteran status, and other characteristics that contribute to their individuality. We believe that building diverse and inclusive teams is essential to our success and to meeting the needs of our global customer base. As part of this commitment, we continue to focus on expanding representation across our organization, including targeted efforts to recruit and develop female engineers.
- **Investing in the Next Generation.** Each summer, college students from universities across the United States join Graco through our paid internship program. This program is designed to provide students with meaningful, hands-on experience that complements their academic studies and helps prepare them for successful professional careers. Interns have the opportunity to contribute to real projects, gain exposure to our business operations, and build valuable connections with colleagues and peers across the organization. We offer internship opportunities across a wide range of disciplines and functions, including manufacturing, engineering, and corporate services. Through structured assignments, mentorship, and networking opportunities, our internship program supports the development of technical, professional, and leadership skills while giving participants insight into potential career paths within Graco. Many of our interns go on to pursue full-time opportunities with the company, strengthening our pipeline of early-career talent.
- **Community Involvement.** We have a long-standing commitment to supporting the communities in which we live and work through both employee volunteerism and the philanthropic efforts of the Graco Foundation. These initiatives reflect our belief that strong communities contribute to

long-term business success and the well-being of our employees and their families. The Graco Foundation focuses its giving on helping nonprofit organizations expand their capacity to address critical community needs. The Foundation provides grants to support capital projects, targeted programs, and technology investments that enable organizations to deliver sustainable and meaningful impact. Key areas of focus include educational initiatives—particularly science, technology, engineering, and mathematics (STEM) programs—human services that promote workforce development, and programs that support youth development. In addition, the Graco Foundation sponsors and supports a variety of employee-driven initiatives that encourage engagement and amplify community impact. These programs include dollar-for-dollar matching of employee charitable contributions, grants that support employee volunteer efforts, scholarships for the children of employees, and partnerships such as tutoring programs with local schools. The Foundation also organizes an annual Paint-A-Thon, through which volunteers assist low-income seniors and individuals with disabilities in maintaining safe and livable homes, helping them remain independent in their communities.

POLICIES AND DUE DILIGENCE PROCESSES WITHIN OUR SUPPLY CHAINS

Graco maintains a comprehensive due diligence framework designed to identify, prevent, mitigate, and remediate risks of modern slavery, forced labor, and child labor across its operations and supply chain. This framework is integrated into the Company's broader risk management and compliance programs and includes the following key elements:

- Robust policies and management systems that establish clear expectations regarding ethical conduct, human rights, and supply chain integrity, including Graco's Code of Conduct and Supplier Code of Conduct
- Active engagement by executive management, providing oversight, accountability, and strategic direction for human rights and supply chain risk management initiatives
- Risk identification and assessment processes, including the evaluation of geographic, sectoral, and supplier-specific risks associated with modern slavery
- Supplier onboarding due diligence, including the use of supplier questionnaires, background screening, and risk-based assessments for all new suppliers
- Ongoing supplier monitoring, including periodic surveys, audits, and follow-up evaluations to assess compliance and identify emerging risks
- Contractual controls, requiring suppliers to comply with applicable laws and prohibiting the use of forced labor, child labor, or other forms of modern slavery
- Collaboration with suppliers, business partners, and internal stakeholders, recognizing that effective risk mitigation requires transparency, communication, and shared accountability
- Continuous improvement initiatives, including updates to policies, training programs, and due diligence procedures based on evolving regulatory requirements, audit findings, and identified risks

Graco's Supplier Code of Conduct establishes the minimum requirements and expectations for all supply chain partners. The Code addresses a broad range of topics, including business ethics, worker health and safety, human rights and labor standards, environmental stewardship, protection of confidential information, and appropriate management systems.

Applicable to this Annual Statement, the Supplier Code of Conduct requires, among other things, that suppliers:

- uphold the human rights of workers and treat them with dignity and respect.
- do not discriminate against any worker on the basis of race, color, creed, religion, national origin, ethnicity, citizenship, sex, marital status, disability, sexual orientation, age, pregnancy, veteran status, political affiliation, union membership or any other basis protected by applicable law in hiring and employment practices.
- are strictly prohibited from participation in human trafficking.
- are strictly forbidden to use any form of forced, compulsory, bonded, slave, indentured or involuntary prison labor, or to purchase services or to procure their raw materials or components for products from any person or company using forced, compulsory, bonded, slave, indentured or involuntary prison labor.
- ensure that all workers have the right to engage in work willingly, without surrendering identification and without the payment of fees.
- ensure that all work is voluntary and workers are free to leave work or terminate their employment at any time without penalty upon giving reasonable notice.
- are strictly prohibited from purchasing services, sourcing raw materials, or sourcing product or components for products from the Xinjiang Uyghur Autonomous Region of the People's Republic of China or from any entity on the Uyghur Forced Labor Prevention Act (UFLPA) Entity List.
- do not use child labor.
- pay all workers at least the minimum wage required under local law plus all legally mandated benefits.
- ensure that work weeks do not exceed the maximum allowed under local law.
- provide workers with a safe and healthy work environment that supports accident prevention, minimizes exposure to health risks, and complies with all applicable health and safety laws and regulations.

Adherence to these requirements is a fundamental condition of doing business with Graco and is supported through the Company's broader due diligence, monitoring, and enforcement processes. Suppliers are expected not only to comply with these standards but also to implement appropriate measures within their own supply chains to address and mitigate modern slavery risks.

The Supplier Code of Conduct is incorporated by reference into Graco's purchase order terms and applies to all parties providing goods or services to Graco, including suppliers, contractors, and other business partners. The Code is periodically reviewed and updated to reflect evolving legal requirements and best practices. It is made readily available to suppliers and the public through publication on Graco's website.

Graco's Legal, Global Procurement, and Supplier Quality functions work collaboratively to implement, enforce, and continuously strengthen compliance with the Company's Supplier Code of Conduct. This cross-functional approach ensures that legal requirements, sourcing practices, and quality expectations are aligned and consistently applied throughout the supplier lifecycle.

As part of Graco's supplier onboarding process, all prospective suppliers are required to complete a supplier survey as a foundational step in the qualification process. This survey serves as a key due diligence

tool and is designed to assess a supplier's alignment with Graco's expectations across a range of ethical, legal, and operational areas. The survey includes, among other topics:

- Awareness of and access to Graco's Supplier Code of Conduct
- Understanding of and commitment to comply with Graco's standards
- Policies and practices related to non-discrimination and fair treatment of workers
- Prohibitions on human trafficking, forced labor, and child labor
- Maintenance of a safe and healthy working environment
- Responsible sourcing practices, including conflict minerals compliance
- Working conditions, including working hours, wages, and benefits
- Respect for human rights and labor standards
- Workplace health and safety controls
- Compliance with ethical business practices, including the prohibition of bribery, corruption, extortion, and embezzlement

Responses to the supplier survey are reviewed as part of a risk-based assessment process, which helps determine whether a supplier meets Graco's minimum requirements and whether any additional due diligence, mitigation measures, or escalation is warranted.

The Global Procurement function is responsible for developing and implementing procedures related to supplier assessment, qualification, and ongoing monitoring, including audit protocols. These activities are supported by Legal and Supplier Quality teams to ensure consistency with contractual requirements, regulatory obligations, and quality standards.

Through this structured, risk-based approach, Graco seeks to maintain strong oversight of its supply chain, promote responsible business practices, and proactively identify and address risks related to modern slavery, forced labor, and child labor.

COLLABORATION

Collaboration is central to our approach to identifying and mitigating modern slavery risks across our operations and supply chains. We actively engage with our suppliers to assess and manage human rights risks, recognizing that strong partnerships and open dialogue are critical to driving meaningful progress. In parallel, we work closely with internal stakeholders across our global operations, fostering a culture of transparency, accountability, and continuous improvement.

We value the insights and expertise of our suppliers, partners, and internal teams, and we actively seek their input to strengthen our efforts. This feedback is integrated through our risk committees to help ensure that our strategies not only meet applicable legal requirements but also align with our broader ethical commitments. We believe that effectively addressing modern slavery requires a coordinated and sustained effort, and we remain committed to working collaboratively with all stakeholders to drive positive and lasting impact.

RISKS OF FORCED LABOR OR CHILD LABOR

Graco recognizes that, given the nature, size, and global scope of its operations, as well as the breadth and complexity of its supply chain, there is an inherent risk that certain activities may be indirectly linked to modern slavery.

Several factors may contribute to this risk, including:

- The inherent exposure to modern slavery risks within global supply chains
- Limited visibility into the practices and labor conditions of Tier 2 and Tier 3 suppliers
- Operations or sourcing activities conducted in jurisdictions identified as having a higher prevalence of modern slavery, including those highlighted by Walk Free
- Reliance on third-party suppliers, contractors, and intermediaries, which may increase the risk of insufficient oversight or inconsistent compliance practices
- The use of labor-intensive manufacturing processes in certain sectors or regions
- Potential recruitment-related risks, including the use of labor brokers, recruitment fees, or inadequate worker protections
- The risk of excessive working hours, wage-related concerns, or improper employment practices at supplier facilities
- Challenges in monitoring and auditing suppliers in geographically dispersed or higher-risk regions

We consider our primary area of exposure to be indirect risks arising from Tier 2 and Tier 3 suppliers, where transparency and direct contractual leverage may be more limited. Based on our due diligence efforts, and given that a significant portion of our manufacturing and production activities are conducted within the United States, we assess the risk of forced labor or child labor within our direct operations to be relatively low. As reflected in our internal assessments and reporting processes, no incidents of modern slavery were identified or reported to Graco in 2025.

REMEDIATION

During the 2025 calendar year, Graco did not identify any instances of forced labor or child labor within its operations or supply chain. Additionally, no allegations or reports of such practices were received from employees, suppliers, contractors, or other third parties.

Based on these findings, no remediation, corrective action, or supplier engagement measures specific to forced labor or child labor were required during the reporting period. Graco continues to maintain and monitor its reporting mechanisms, due diligence processes, and supplier oversight activities to ensure that any potential concerns can be promptly identified, assessed, and addressed in accordance with its policies and applicable legal requirements.

While no incidents were identified in 2025, Graco recognizes that the risk of modern slavery remains an ongoing concern in global supply chains and remains committed to continuous monitoring, improvement, and proactive risk mitigation efforts.

TRAINING

Graco is committed to equipping its employees with the knowledge and tools necessary to identify, prevent, and respond to risks of forced labor and child labor across its operations and supply chain.

All employees are required to complete Ethics and Code of Conduct training, which reinforces Graco's commitment to ethical business practices, respect for human rights, and compliance with applicable laws and regulations. This foundational training establishes clear expectations regarding employee conduct and the reporting of concerns.

In addition, members of the Procurement team complete annual, targeted training focused on modern slavery risks within the supply chain. This specialized training is designed to enhance practical understanding and ensure consistent application of Graco's policies and procedures. The training program includes:

- Graco's policies and standards on modern slavery, including expectations set forth in the Code of Conduct and Supplier Code of Conduct
- Supplier risk assessment and survey processes, including an overview of Graco's supplier questionnaires and key risk indicators
- Guidance on completing and evaluating supplier surveys, with an emphasis on identifying gaps, inconsistencies, and potential red flags
- Graco's supplier qualification and onboarding procedures, including risk-based due diligence requirements
- Processes for qualifying suppliers, including documentation review, risk categorization, and escalation protocols
- Supplier audit procedures, including planning, execution, documentation, and follow-up actions
- Recognition of indicators of modern slavery, such as recruitment-related risks, restricted freedom of movement, excessive working hours, and other labor-related concerns
- Reporting mechanisms and escalation pathways, including how to raise concerns internally and through Graco's ethics reporting channels

This training is periodically reviewed and updated to reflect evolving regulatory requirements, emerging risk trends, and lessons learned from internal assessments. Through these efforts, Graco aims to ensure that employees—particularly those with supply chain responsibilities—are well-positioned to proactively identify and mitigate modern slavery risks and support the company's broader human rights commitments.

REPORTING

Graco is committed to upholding the highest standards of ethical conduct and integrity in all aspects of its business. The Company takes all reports of suspected violations of its Code of Conduct or Supplier Code of Conduct seriously, regardless of whether such reports are made by employees, suppliers, contractors, or other third parties.

Graco maintains processes to ensure that all reported concerns are promptly, thoroughly, and objectively reviewed and investigated, in accordance with applicable internal procedures and legal requirements. Reports may be raised through a variety of channels, including internal reporting mechanisms and established ethics reporting systems, and can be submitted without fear of retaliation.

Where a potential violation is identified, Graco will take appropriate remedial action based on the nature and severity of the issue. This may include:

- Conducting further due diligence, audits, or site assessments
- Requiring the supplier or business partner to develop and implement a corrective action plan, including measures to remediate the identified issue and prevent recurrence
- Establishing timelines, monitoring mechanisms, and verification steps to ensure effective implementation of corrective actions
- Providing guidance or support, where appropriate, to facilitate compliance and risk mitigation

Failure by a supplier or business partner to adequately address identified violations, or the presence of severe or repeated non-compliance, may result in escalated enforcement actions, including suspension or termination of the business relationship with Graco. Graco's approach reflects its expectation that all business partners adhere to the standards set forth in its Supplier Code of Conduct, and that compliance with these standards is a fundamental condition of doing business with the Company.

ASSESSING AND CONTROLLING EFFECTIVENESS

Graco is committed to helping prevent all forms of modern slavery and intends to take the following steps in 2026:

- Continue working with our suppliers to increase awareness and compliance with Graco's Supplier Code of Conduct
- Continue to engage our Tier 1 suppliers to verify they are complying with all applicable modern slavery laws, acts, directives or regulations
- Engage our Tier 1 suppliers to receive further upstream information regarding modern slavery activities that may be in their supply chains (Tier 2 and Tier 3 suppliers)
- Encourage our suppliers to work with and educate their suppliers about modern slavery and responsible sourcing
- Continue to educate our procurement staff on the topic of modern slavery
- Monitor and assess the effectiveness of our efforts

Graco does not tolerate child labor, forced labor, human trafficking or any other form of modern slavery that violates a person's basic human rights. Our policies reflect our commitment to acting ethically and with integrity, and we expect our business partners to do the same. Graco will continue to improve and enhance its due diligence process, so as to mitigate the risk of seeing forced labor or child labor used in its business operations or supply chains.

Additional information on Graco and the steps we take to help prevent modern slavery and human trafficking in our operations and our supply chains can be found at:

Document	Website Link
Graco's Annual Reports	https://investors.graco.com/financial-information/annual-reports
Graco's Supplier Code of Conduct	https://www.graco.com/us/en/suppliers/code-of-conduct.html
Graco's Code of Ethics and Business Conduct	https://www.graco.com/us/en/about-graco/ethics/code-of-ethics-and-business-conduct.html
Graco's ESG Report	https://www.graco.com/us/en/about-graco/sustainability.html
Graco's Global Privacy Notice	https://www.graco.com/us/en/privacy-policy.html
Reporting a Violation	https://www.graco.com/us/en/about-graco/ethics/reporting-an-issue.html