

CHRISTY METALS™ INC.



CHRISTY METALS SOCIAL RESPONSIBILITY

Good corporate citizenship and a commitment to the environment, people and our communities are important elements of our [Vision, Mission and Values](#) at Christy Metals.

Christy Metals supports the [Ten Principles of the United Nations Global Compact](#). We conduct our business activities in accordance with these values. We also expect our business partners and suppliers to conduct themselves in a manner consistent with principles expressed in this Policy.

The core of our business ethics is “doing the right thing”. This fundamental principle is what drives Christy Metals to be a socially responsible business that meets the highest standards of ethics and professionalism. We are committed to:

- Distributing materials that enable technologies to provide a safer and more sustainable environment.
- Manufacturing and distributing products in a safe and environmentally responsible manner.
- Respecting and protecting human rights wherever we operate.
- Embracing a set of values where we partner in the betterment of our communities.
- Maintaining the highest standards of health, safety and security.
- Continuously promoting fair dealing and respect towards our customers and employees, business partners and communities.

Human Rights

We believe that respect for basic human rights and dignity is foundational. We are committed to ensuring equal opportunity employment and we will always abide by all fair labor practices. We comply with all applicable laws relating to working hours and wages, as well as child labor and human trafficking. We prohibit the use of child or forced labor in any of our facilities. We do not tolerate any form of unacceptable treatment of workers in our operations or facilities, including discrimination based on ethnicity, exploitation of children and physical, verbal or emotional abuse. We fully respect all applicable laws establishing a minimum age for employment, in order

to support the effective abolition of child labor worldwide.

Christy Metals also promotes basic human rights and dignity in its supply chain. Christy Metals Supplier Code of Conduct specifically forbids the use of involuntary or forced labor, including unlawful child labor, and requires that suppliers comply with all applicable laws and regulations regarding slavery and human trafficking. For additional information concerning this topic, please refer to the Christy Metals [Slavery and Human Trafficking Statement](#).

Protecting People and the Environment

Christy Metals recognizes the need to protect people and the environment. Keeping our environment clean and unpolluted is a benefit to all. We are committed to environmentally sound business practices such as recycling, conserving energy as we state in our ISO 14001:2015 policy.

Product stewardship plays an important role at Christy Metals. The safe use and handling of our products is a vital aspect of our responsibility as a good corporate citizen. Christy Metals is committed to fully comply with all applicable product safety, occupational safety and health, and environmental laws and regulations. We endeavor to be environmentally responsible when manufacturing and distributing our products. For the benefit of our fellow employees, we strive to minimize, to the lowest feasible level, exposure to potentially hazardous materials.

Christy Metals fosters an inclusive work environment that reflects the diversity of the communities where we operate. We take steps to ensure that we don't risk the health and safety of our employees. We have a duty to continually assess and improve our processes in order to protect the environment and the communities in which we live. We set a good example to the rest of our industry by ensuring that we always meet—or exceed—all applicable laws and regulations.

For additional information concerning this topic, please refer to the Christy Metals [Environmental, Health and Safety Policy and Principles](#).

Providing Support to Our Communities

Christy Metals supports community investment and educational programs. For example, Christy Metals provides support to local education programs, nonprofit organizations to promote cultural and economic development of local communities. Christy Metals also provides donations to advance education and community events and provide assistance and relief to those in need.

Christy Metals also encourages employees to volunteer, where possible. Employees can

volunteer through programs organized internally or externally. In addition, Christy Metals may sponsor volunteering events from other organizations as well.