

## DAVALOR Mold Company, LLC

### Principals for Company Sustainability (PL-01: March 23, 2017)

**Scope:** This Policy (PL-01) applies to all DAVALOR physical assets (property, equipment, tools and machines, etc.) and human resources. It describes the Sustainability requirements that ALL DAVALOR employees must comply with.

**Business Ethics (Employee Code of Conduct):** Sustainability as it relates to business ethics at DAVALOR is that successful business activity is to be rooted in integrity and transparent business practices. DAVALOR will operate honestly and equitably throughout the supply chain in accordance with local law, including those laws pertaining to:

- Corruption / Anti-bribery
- Competitive business practices
- Protection of Intellectual Property
- Respect for Company and Personal Data
- Export Controls
- Conflicts of Interest

**Environmental Standards:** DAVALOR has established an Environmental Policy and is committed to meeting the requirements of ISO 14001. DAVALOR, via Supplier certification and engagement, will pursue environmental protection throughout the supply chain in order to reduce the environmental footprint of our products through-out their life-cycle. All products manufactured within the supply chain serving DAVALOR, and the applied materials and substances used in the process are expected to meet environmental standards for design, development, distribution, use, disposal or recycling. This comprehensive approach considers but is not limited to:

- Reducing energy and water consumption
- Reducing greenhouse gas emissions
- Increasing usage of renewable energies
- Enhancing appropriate waste management
- Training of employees

**Working Conditions and Human Rights:** DAVALOR believes that our most valuable asset is our people. Therefore, DAVALOR has adopted the following in accordance with local and federal laws pertaining to:

- DAVALOR will operate in accordance with local law regarding age of employment
- Wages and benefits are to be competitive and comply with applicable local laws
- Working hours, including overtime, will comply with applicable local laws
- DAVALOR will not tolerate any form of forced labor or compulsory labor
- Workers at DAVALOR are able to communicate openly with management regarding working conditions or business ethics violations without fear of reprisal, intimidation or harassment.
- Workers at DAVALOR can expect a safe and healthy working environment
- Harassment or discrimination against employees in any form is not tolerated

  
Jerry Mosingo

Chief Executive Officer

3/15/17  
Date