COMMONWEALTH
Rolled Products

COMMONWEALTH ROLLED PRODUCTS STATEMENT ON HARASSMENT

Commonwealth Rolled Products is committed to ensuring a workplace where all employees are free from harassment. Workplace harassment includes, but is not limited to, slurs, jokes, comments, or innuendos related to an employee's race, color, national origin, sex, pregnancy, sexual orientation, gender identity, religion, age, disability, genetic information, tobacco use, military service, or any other protected characteristic under federal, state, or local law, and it is strictly prohibited. Such behavior violates our Equal Employment Opportunity and Anti-Harassment policies, and in severe cases, it can be illegal. Our policy applies not only to all employees, including managers, it extends to inappropriate behavior from customers, vendors, or other business associates towards Commonwealth employees.

Employees are required to report any workplace harassment that they see or experience, and they are provided multiple avenues for reporting these types of concerns, including but not limited to, reporting them to a Human Resources Manager. Commonwealth also provides access to a confidential and anonymous hotline for reporting concerns, accessible via www.lighthouse-services.com/commonwealthrolledproducts, domestic hotline at 1-855-222-1037, or email at reports@lighthouse-services.com.

We are committed to maintaining a respectful and harassment-free workplace environment for all employees.

Approved by:

Rich Burchett
Chief Metals Officer

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