COMMONWEALTH
Rolled Products

Diversity, Equity and Inclusion Policy

Commonwealth Rolled Products is deeply committed to nurturing a culture of diversity, equity, and inclusion. We recognize that our greatest asset is our human capital. The diversity of backgrounds, experiences, skills, and talents that our employees bring to their roles not only enriches our culture but also drives our success and reputation as a company.

We embrace and celebrate the differences among our employees, including age, race, ethnicity, gender identity, disability, marital status, religion, sexual orientation, and more.

At Commonwealth Rolled Products, we prioritize creating an environment of mutual respect, teamwork, and inclusion. This includes fostering open communication, encouraging diverse perspectives, promoting work-life balance through flexible schedules, and actively supporting our employees' involvement in community initiatives.

All employees are expected to uphold these principles of inclusion and respect in their interactions during work, at work functions on or off the work site, and at all other company-sponsored and participative events both within the workplace and in external engagements. We provide regular diversity awareness training to ensure all employees are equipped to fulfill this responsibility.

Any behavior contrary to our commitment to diversity and inclusion will not be tolerated and may result in disciplinary action, including termination. We encourage employees who experience discrimination to seek support from their supervisor or HR Business Partner. At Commonwealth Rolled Products, we are dedicated to fostering a workplace where every individual feels valued, respected, and empowered to succeed.

Approved by:

Rich Burchett
Chief Metals Officer

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