

January 31, 2018

**SABIN METAL CORPORATION**  
Scottsville Plant

**POLICY STATEMENT ON DISCRIMINATION/SEXUAL HARASSMENT**

All employees of Sabin Metal Corporation, Scottsville, will be afforded a work environment free from discrimination in the terms or conditions of employment because of their age, race, color, religious beliefs, national origin, sexual orientation, sex, disability, genetic predisposition or carrier status, marital status, prior arrest and conviction records including sexual harassment.

Sexual harassment encompasses those types of behaviors, which have the purpose or effect of unreasonably interfering with an individual's performance or which creates an intimidating, hostile, or offensive working environment. Such behaviors are improper and illegal if they affect an individual's employment, compensation, advancement, career development or any condition of employment.

Sexual harassment will not be tolerated at Sabin Metal Scottsville, and swift vigorous action will be taken against proven offenders. Such harassment is counter productive, insidious and results in negative repercussions throughout the Company.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other conduct of a sexual nature, either verbal or physical. Therefore, treatment in the form of actions, assignments, requests, demands, derogatory remarks, slurs, name calling, graffiti, jokes, unwelcome advances, verbal abuse and innuendo which adversely singles out individuals or groups of individuals will not be tolerated.

All complaints will be thoroughly investigated and appropriate action taken. Disciplinary action, which may include discharge will be taken against proven offenders. (Any retaliation against complainants will not be tolerated.)

Any questions regarding this policy or any specific situation involving harassment activity should be brought to the attention of Cathy Bundschuh (ext. 296) or Jim Barrett (ext. 347).

James Barrett  
General Manager