

10-16-2015

## California Supply Chains Act Disclosure

Weber Metals, Inc. believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. Weber Metals, Inc. strictly prohibits slavery, human trafficking, and forced, bonded, indentured or any other form of involuntary labor and is committed to complying with applicable laws prohibiting such conduct. Conduct prohibited by this policy includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. Weber Metals, Inc. further prohibits:

- The withholding of/denying access to employee government-issued identification and travel documents;
- The charging of employees recruitment fees;
- Providing or arranging housing that fails to meet the host country housing and safety standards;
- If required by law or contract, failing to provide in writing an employment contract, recruitment agreement or similar work paper in the employee's native language prior to the employee departing from his or her country of origin;
- Procuring commercial sex acts during the period of performance of the contract; and
- Failing to provide or reimburse return transportation costs upon the end of employment for employees who were brought into a country for the purpose of working on a U.S. government contract or subcontract.

Employees who believe there may have been a violation of this policy should report it through established channels. No retaliatory action will be tolerated against anyone who comes forward to raise genuine concerns about possible violations of this policy.