

No Gratuity Policy

Having strong business relationships with our suppliers is essential to ConMet's success. Key to the strength of those relationships is ensuring that we maintain a level playing field by basing purchasing decisions—whether for goods or services—on merit, quality, and value, free from any improper influence or advantage. Consistent with these commitments, we have established a No Gratuity Policy.

Our No Gratuity Policy prohibits the offering, giving, receiving, or soliciting of any form of gratuity, gift, favor, or any other item that could be construed as an attempt to influence a ConMet employee or representative in the making of a business decision on behalf of ConMet. This policy applies to all individuals and entities doing business for, with, or on behalf of ConMet, including, but not limited to, employees, tier suppliers throughout the supply chain, contractors, and consultants.

ConMet takes these matters seriously; supplier conduct in violation of the No Gratuity Policy may result in disqualification from future business opportunities. So that we may remain vigilant in our enforcement efforts, we encourage you to report any concerns or suspicions of a violation of the No Gratuity Policy to a member of our executive management team or via the Amsted Corporate Compliance Helpline (amsted.ethicspoint.com). Rest assured that any reported concerns will be reviewed promptly.

We appreciate your understanding and cooperation. If you have any questions about the No Gratuity policy, please do not hesitate to contact us.

Thank you for your continued partnership with ConMet.

Sincerely,



Brian Robinson
VP, Procurement
ConMet