

# GMI Corporation Human Rights Principles

GMI Corporation has built its reputation on trust and respect with our customer. We continue to carry that reputation by providing a working and living environment that embraces the respect for all human rights. We live this by following our principles for which we conduct business.

## **Respect for All Human Rights**

GMI strives to promote and respect all human rights in accordance to federal and international laws with our employees, suppliers, and customers.

We also expect our suppliers to support and adopt similar principles within their own businesses.

## **Community and Stakeholder Engagement**

GMI recognizes that we are part of our local, regional, national, and international communities. Through GMI's Project Possible, we strive to give back to those in need in our communities and beyond our borders.

## **Safe and Secure Workplace**

The safety and well-being of our employees is priority. We promote job safety and comply with applicable laws regarding safety in the workplace. GMI works with our employees by addressing and remediating risks of accidents, injury, and health.

## **Forced Labor and Human Trafficking**

GMI prohibits the use of any type of forced labor under all applicable federal, state, and foreign labor regulation, including but not limited to the Trafficking Victims Protection Act of 2000. We also expect our supplier to support and adopt similar principles of forced labor and human trafficking in their own businesses.

## **Child Labor**

GMI follows labor laws that prohibit the hiring of individuals that are under the age of 18 for positions in which hazardous work is required.

## **Equal Opportunity**

GMI is committed to a workplace environment that is free from discrimination. We adhere to our local, state, and federal laws to protect our employees, applicants, and contractors against discrimination based on their status such as race, national origin, religion, sex, age, disability, sexual orientation, gender identity, genetic information, and veteran status. We take all claims of discrimination serious. Claims are thoroughly investigated, and corrective measures are enacted.

## **Discrimination and Harassment**

GMI trains all its employees upon hire and every 24-months on discrimination and harassment. We expect our employees to live by our anti-harassment and anti-discrimination principles.

## **Work Hours, Wages, and Benefits**

We provide a competitive compensation package that is benchmarked to industry and local labor markets. We comply with state and federal laws that are applicable to benefits, work hours, and overtime.