

STRONG HOLD CODE OF CONDUCT

At Strong Hold we strive to be the easy to do business with and we believe transparency in our business practices is important. In today's environment you may be asked to provide details about our practices, compliance, and conformity to industry standards.

Veteran Owned Small Business

Made in the USA (Federal Trade Commission)

Buy America/American Act Compliance

TAA Compliant

Steel Recycled Content- LEED 2009 MR 4; LEED V4 MR

Plate Steel-65.3% recycled content

Sheet Steel- 56.5% recycled content

Meets California Proposition 65 warning requirements

RoHS

REACH

Equal employment opportunity employer

Executive Order 11246, the Vietnam Era Veterans Readjustment Act

Comply with the following: (1) 41 CFR 60-1.4(a), Executive Order 13496 (29 CFR Part 471, Appendix A to Subpart A), relating to the notice of employee rights under federal labor laws, 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a); and (2) 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a). These regulations, respectively, prohibit discrimination against qualified protected veterans and qualified individuals on the basis of disability and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified veterans and qualified individuals with disabilities.

Diversity—Our workforce stems from 19 nations worldwide, speaking 24 different languages. Over 60% of employees are minorities. 13.7% female, 7% Veterans, & 1% disabled

No products have been laundered or produced by sweatshop labor, convict labor, indentured labor under penal sanction or abusive forms of child labor, exploitation of children, or any other form of forced labor or human trafficking (including products sourced from Xinjiang Uyghur Autonomous Region, China (XUAR)).*

No Products, including raw materials, originating from the XUAR.*

No product containing tantalum, tin, gold, or tungsten that originates from mines or trading in the Democratic Republic of the Congo or an adjoining country and that directly or indirectly finance, or benefit armed groups in any of these countries.*

Anti-Slavery/Anti-Human Trafficking Policy

FM Approved Safety Cabinets

Lithium Battery Test Certificates (OEM)

**Tracked from the Mill*

Updated 2/28/2022