

CMC Human Rights Transparency

June, 2015

Human Rights – CMC will not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor); employment is voluntary. CMC will not use child labor. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship programs which comply with all laws and regulations applicable to such apprenticeship programs. With the exception of South Korea, we do not operate in any country that has been identified as being high risk for labor concerns. We have not identified any CMC operations with significant risk for child labor or forced or compulsory labor. We also conduct on-site third-party audits of our top suppliers.

Wages and Benefits - CMC will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Working Hours - CMC will not exceed prevailing local work hours and will appropriately compensate overtime. CMC shall not require CMC’s employees to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. In countries where the maximum work week is less, that standard shall apply. CMC’s employees should be allowed at least one day off per seven-day week.

Nondiscrimination - CMC will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity - CMC will treat all their employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

Freedom of Association - CMC shall respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions. CMC has the right to establish favorable employment conditions and to maintain effective employee communications programs as a means of promoting positive employee relations that make employees view third-party representation as unnecessary.

Health and Safety – CMC will provide CMC’s employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, CMC must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standard of health and safety in any housing that is provided for employees. CMC should strive to implement management systems to meet these requirements

Protection of the Environment - CMC will operate in a manner that is protective of the environment. At a minimum, CMC must comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting.

Laws, Including Regulations and Other Legal Requirements - CMC will comply with all applicable laws and regulations in all locations where CMC conducts business.

Ethical Dealings - CMC will observe the highest ethical principles in performing work. CMC will be familiar and will strictly comply with all laws and regulations on bribery, corruption, and prohibited business practices. CMC and CMC’s subsidiaries and affiliates have not and will not offer, promise or make or agree to make any payments or gifts (of money or anything of value) directly or indirectly to anyone for the purpose of influencing, or inducing anyone to influence decisions.

Communications - CMC must make the CMC Conduct Principles and other relevant information available to employees in the native language of the employees and supervisors.