



Forming Metals *and* Relationships

Winco Stamping Code of Conduct

Conflict of Interest and Bribery

Winco Stamping expects its employees to act as owners and have loyalty to Winco. As a result, all employees must avoid situations where their personal interests conflict or appear to conflict with those of Winco. Employees are expected to avoid any financial interest which might influence or appear to influence decisions made on behalf of Winco. Employees acting on behalf of Winco are prohibited from offering or accepting bribes, kickbacks and similar payments under any circumstances.

Forced Labor

Winco does not and will not participate in human trafficking; use forced, involuntary, or slave labor and to the best of our knowledge use suppliers that participate in any of the preceding.

Health and Safety

Winco Stamping will provide workers with a safe and healthy work environment and will take proactive measures to support accident prevention and minimize health risk exposures.

Discrimination

Winco Stamping supports diversity and equal opportunity employment in our workplace and prohibits discrimination based on race, color, gender, nationality, age, disability, maternity, sexual orientation or marital status.

Harassment

Winco Stamping will treat all workers with respect and dignity. Winco Stamping will not subject workers to physical, sexual, psychological or verbal harassment or abuse and will act swiftly with regards to any such claims.