

Acromil LLC, Commitment to Values & Ethical Behavior

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Core Values

Acromil is committed to achieve Total Customer Satisfaction, which means providing customers with honest and open communication in addition to the primary focus of supplying the highest quality parts, on time and at competitive prices.

Trust and Confidence

The success of our business is dependent on the trust and confidence we earn from our employees, customers, suppliers and shareholders. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct. It is easy to *say* what we must do, but the proof is in our *actions*. Ultimately, we will be judged on what we do.

When considering any action, it is wise to ask: will this build trust and credibility for Acromil LLC? Will it help create a working environment in which Acromil LLC can succeed over the long term? Is the commitment I am making one I can follow through with? The only way we will maximize trust and credibility is by answering “yes” to those questions and by working every day to build our trust and credibility.

For Our Employees

One of our fundamental values is our commitment to our people. We are committed to honesty, fairness, and integrity in dealing with our employees. In furthering this goal, we are committed to equal opportunity for our employees and to a workplace free from any form of harassment based on race, sex, age, color, creed, religion, physical challenge, national origin, or veteran status, or any other form of behavior contrary to the fundamental human dignity of the individual.

To provide each individual the opportunity for personal and professional growth, while also developing the understanding of his or her importance to the team.

For Our Customers

To provide a complete solution for their manufacturing and assembly needs using state-of-the-art technology resulting in high-quality products and superior services.

Our commitment to our customers is to serve them to the absolute best of our ability, with integrity and objectivity, and to strive to set the standard for technical excellence in all Products and Services provided by Acromil LLC.

For Our Suppliers

We pledge to deal with our suppliers in a fair and open manner in a spirit of free and open competition, with favoritism to none and with our decision-making process influenced only by considerations of quality, performance, and price.

For the Local Community

To act as a responsible corporate citizen by building long-lasting, beneficial partnerships with the local communities where we do business.

Values

- Acromil employees are the source of our strength; their involvement and teamwork determine our success and reputation.
- Acromil cares about and respects all staff, provides opportunities for growth, and encourages people to enjoy their jobs and have fun.
- Acromil takes pride in everything we do. From our people, to our products and in our relationships with business partners and our community, quality is our signature.

Guiding Principles

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- Safety is paramount.
- Customers are the focus of everything Acromil aims to achieve.
- All Acromil employees are encouraged to act as a team and to treat one another with trust and respect.
- The Acromil team is committed to honesty, openness and integrity in all dealings.
- We believe in full accountability.
- Acromil is committed to the pursuit of excellence.
- We are concerned, caring and responsive to all stakeholders.
- We create an optimal corporate climate for motivating our employees to function effectively while sharing the joy of achieving goals in a challenging environment.

Code of Ethics

We, the employees of Acromil LLC, in recognition of the importance of our processes, and in accepting a personal obligation to our profession, its members and the communities we serve, do hereby commit ourselves to the highest ethical and professional conduct and agree:

- To accept responsibility in making decisions consistent with the safety, health and welfare of the public, and to disclose promptly factors that might endanger the public or the environment;
 - To avoid real or perceived conflicts of interest whenever possible, and to disclose them to the affected parties when they do exist;
 - To be honest and realistic in stating claims or estimates based on available data.
 - To reject bribery in all its forms;
 - To improve the understanding of technology, its appropriate application, and potential consequences;
 - To maintain and improve our technical competence and to undertake technological tasks for others only if qualified by training or experience, or after full disclosure of pertinent limitations;
 - To seek, accept, and offer honest criticism of technical work, to acknowledge and correct errors, and to credit properly the contributions of others;
 - To treat fairly all persons regardless of such factors as race, religion, gender, disability, age, or national origin;
 - To avoid hurting others, their property, reputation, or employment by false or malicious action;
 - To assist colleagues and co-workers in their professional development and to support them in following this code of ethics. Acromil is committed to the pursuit of excellence.
 - We will be concerned, caring and responsive to all stakeholders.
 - We will create an optimal corporate climate for motivating our employees to function effectively while sharing the joy of achieving goals in a challenging environment.
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Revision History / Approvals

Rev	Date	Section	Paragraph	Summary of change	Authorized by
A	3-9-18			Initial issue	R.A. Rischar

Approvals

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