

Trio Metal Stamping Inc.  
Ethical Policy

Trio Metal Stamping Inc. has always maintained the highest of ethical standards when conducting business with all our customers, employees, suppliers and Regulatory/Statutory bodies. Trio shall continue to review our company policies in all areas and strive to remain current and relevant to meet today's business ethical expectations. The scope of our ethical policy includes customers, suppliers, regulatory/statutory bodies, employees of Trio Metal Stamping and all other interested parties.

Policy:

Trio Metal Stamping shall strive to abide by all contracts and purchase order requirements including those to be flowed down to the supplier level from our customers. Trio shall not enter into contracts, purchase orders or other binding agreements that are influenced by any degree of fraud, bribery, kick-backs, conflict of interest, mischarging, forgery, or providing known miss-information with the goal of unfair gain to the company.

The policy shall also include product/process certifications, statements of compliance and other documentation provided to customers at their request as a stipulation to enter into a business relationship.

Enforcement:

- All top level manger are duty bound to support and enforce this policy to the best of their discretion.
- All employees are explained the policy as part of the new hire orientation.
- The policy is re-enforced on an annual basis to all employees.
- The policy is flowed down to our subcontract suppliers.
- Any unethical incidents can be reported to president, any top level manager or HR department without fear of reprisal.

Trio Management: 2018