



Blount International is committed to providing an inclusive and respectful workplace for all employees. Two important company policies provide guidance for all employees and make visible our commitment: Respect for People and Harassment/Sexual Harassment.

Respect for People Policy

Introduction

Blount believes people are the key to the Company's enduring success and profitability. Therefore, Blount intends to provide and promote workplaces around the world in which all employees are treated with dignity and respect, in the belief that employees will, in turn, dedicate their best efforts to the Company's continuing success.

Policy

The Company will promote Respect for People through a variety of methods, including, but not limited to:

- Business Beliefs
- Code of Conduct Global Policy
- Equal Treatment in hiring, promotion, compensation, training and development, discipline and termination
- Open Communication for all employees, regardless of position, through the Open Door Policy
- A Commitment to a Safe Work Environment for all employees

Responsibility

Any policies, practices and procedures adopted by Blount locations worldwide must be consistent with the Company's commitment to Respect for People.

Blount Management is responsible for enforcing this policy and fostering a positive work environment so that all employees feel valued and respected.

All Blount employees are expected to treat their fellow workers in a manner that demonstrates respect for each employee's individuality and contributes to a productive work environment for all employees.

Harassment/Sexual Harassment Policy

Introduction

Blount believes that all employees have a right to work in an environment that is free from discrimination and harassing conduct. The most productive and satisfying work environment is one in which work is accomplished in a spirit of mutual trust and respect.

Policy

Harassment on the basis of race, color, religion, national origin, gender, age, sexual orientation, gender identity or expression, veteran status, marital status or physical challenges is a violation of law, is strictly prohibited by Blount and will not be tolerated. Such harassment is also a violation of the Company's commitment to its Global Respect for People Policy.

Harassment is defined as any verbal, written or physical behavior interfering with work performance or creating an intimidating, hostile or offensive working environment.

Any employee, manager or supervisor who is subject to or becomes aware of such conduct must immediately report it to a supervisor, manager or to the Human Resources Department. Supervisors and managers must immediately inform the appropriate Human Resource representative. By law, Blount is required to investigate any alleged violation of this Policy.

Any employee determined to have violated this Policy will be subject to appropriate disciplinary action, which may include termination of employment. Blount strictly prohibits retaliation against anyone who in good faith reports a potential violation of this Policy.

Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other physical or verbal conduct of a sexual nature where: 1) submission to such conduct is a condition of an individual's employment; 2) submission to or rejection of such conduct is used as a basis for employment decisions; or 3) the conduct has the purpose or effect of interfering with work performance or creates an intimidating, hostile or offensive working environment.

Any employee, manager or supervisor who is subject to or becomes aware of an incident of sexual harassment by any employee, vendor or customer must immediately report it to a supervisor, manager or to the Human Resources Department. Supervisors and managers must immediately inform the appropriate Human Resource representative. By law, Blount is required to investigate any alleged violation of this Policy. Any employee determined to have violated this Policy will be subject to appropriate disciplinary action, which may include termination of employment. Blount strictly prohibits retaliation against anyone who in good faith reports a potential violation of this Policy.