



Human Rights Policy

Adopted Date: November 6, 2020

Last Reviewed:

DMC Global Inc.

Human Rights Policy

DMC is committed to good citizenship, and we believe that engagement with others improves the human condition. For our employees worldwide, DMC strives to assure safe and healthy work environments that respect workers' rights and dignity and are free of discrimination, based on the more stringent of U.S. standards, local standards, or our corporate policies. We support the principles established under the United Nations Universal Declaration of Human Rights and do not condone or knowingly conduct business with any individual or company that participates in the exploitation of children (including child labor), physical punishment, forced or prison labor, human trafficking or any other abuse of fundamental human rights. We expect our business partners to be committed to these standards as well. DMC recognizes its responsibility to respect human rights and avoid complicity in human rights abuses.

Our Efforts to Support Human Rights:

Employees, Agents and Contractors

Our Code of Ethics and Business Conduct applies to all employees, agents and contractors. It summarizes our commitment to business ethics and human rights, particularly:

- embracing an inclusive work environment free of unlawful discrimination, harassment and any behavior that creates a hostile or intimidating work environment
- ensuring a work environment free from violence and threats of violence
- working safely and protecting the environment
- prohibiting corruption and bribery
- confidential reporting of concerns or violations

Freedom of Association and Right to Collective Bargaining

We recognize and respects our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner consistent with applicable laws, rules and regulations as well as local customs as appropriate.

Policy Against Forced or Compulsory Labor

DMC does not utilize forced or compulsory labor. We recruit our employees and provide working conditions, including payment of wages and benefits that comply with applicable laws and regulations.

Policy Against Child Labor

Throughout our worldwide operations, we prohibit the use of children in our workforce. All DMC employees are at or above the legal employment age in the country of their employment.

Health, Safety and Security

At DMC, we strive to provide a safe and healthy work environment. Our operations, which involve the use of explosives and sale of explosive devices and equipment, demand an unwavering emphasis on employee health, safety and security and the preservation of the safe environment in which our employees work. DMC maintains strict safety and security policies and protocols that include employee training and audit processes.

Positive Work Environment

Dignity and Respect

At DMC, we promote an inclusive work environment and we believe that every employee deserves to have a workplace where they are treated with dignity and respect. We are committed to providing a positive work environment where our employees are free from unlawful discrimination, harassment and behavior that creates a hostile or intimidating work environment.

Discrimination and harassment are prohibited behaviors and appropriate disciplinary action is taken if an investigation concludes such behavior occurred. Employees who report in good faith suspected discrimination or harassment are not retaliated against.

Equal Opportunity

We are an equal opportunity employer and are committed to fair and equitable treatment of everyone. We believe that the diverse group of individuals who work at DMC is its most valuable resource and we respect and embrace different backgrounds, abilities, strengths, perspectives and knowledge. Our decisions regarding hiring, compensation, development and promotion of employees are based on relevant considerations such as merit, qualifications, ability and performance. We never make such decisions based on race, age, gender, religion, color, national origin, disability or any other characteristic protected under applicable law.

Fair Labor

We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

Antibribery and Anti-Corruption

DMC recognizes the severe human rights implications that arise from corruption and bribery in all forms. We are committed to conducting our business with honesty and integrity and in full compliance with anti-corruption and anti-bribery laws and regulations, including the U.S. Foreign Corrupt Practices Act and other laws that prohibit improper payments to obtain a business advantage. In furtherance of the foregoing, we conduct due diligence to proactively assess, identify, and prevent actual and potential corruption and bribery, and we have adopted an Anti-Bribery Policy applicable to our employees and all third parties working on DMC's behalf.

Conflict Minerals

DMC recognizes there are serious human rights abuses associated with the extraction, transportation, and trade of minerals. We have always supported responsible sourcing of materials from suppliers that share our values and we commit to avoid contributing to the conflict through our sourcing activity, as outlined in our Conflict Minerals Policy.