

*Arnold Tool & Die Co.* is committed to a philosophy based on open communication, integrity at the service of our customers, fairness and concern for our employees and our responsibility to the communities in which we operate. Our vision is to exceed the expectations of customers in terms of quality, safety, delivery, cost, service and of value. In addition, we are determined to create a culture of excellence that is based on the following principles:

- *Arnold Tool & Die Co.* is committed to equality in employment, embracing wholeheartedly the cultural diversity within the communities where we are present. Our interests and the well-being of employees are in the first plan in all aspects of our business and the way we conduct our business.
- *Arnold Tool & Die Co.* is committed to: create and maintain an environment of success based on honesty and integrity; ensure the equitable sharing of the success of the company; strengthen autonomy through training and communication; promote individual growth and equality of chances; Design and provide a safe and secure working environment.
- The needs of the customer are paramount and represent the highest priority within our company. Our obligation is to proactively seek the needs of customers and quickly define while treating all customer needs and expectations quickly without false expectations.
- *Arnold Tool & Die Co.* is committed to supporting the communities in which we operate. We believe in the practice of social responsibility and will encourage a similar behavior for our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution in our facilities.

## Corporate Quality Policy

To achieve customer and employee satisfaction, we must continually improve quality, pricing and delivery in a safe and healthy environment.

*Thomas McKay*

President

February, 2018