

MATERION HUMAN RIGHTS POLICY

PURPOSE

We believe that supporting and protecting the well-being of our employees, customers and communities is essential. Materion's Human Rights Policy ("Policy") refers to our responsibility and commitment to comply with all applicable laws and standards, related to labor practices and human rights, wherever we operate.

SCOPE

This Policy applies to all employees, officers and executives of Materion Corporation and its operations, subsidiaries and affiliates worldwide. Likewise, agents, consultants, suppliers, vendors, business partners and any other individuals or entities doing business on behalf of Materion must also comply with this Policy.

OUR COMMITMENT

We respect the human rights of every individual. We ensure that our working conditions are in compliance with all applicable laws and internationally recognized labor standards. Materion complies with all applicable laws relating to working hours, wages, other workplace standards, child labor, involuntary servitude and human trafficking. We also respect international human rights principles aimed at promoting and protecting human rights, including those outlined in frameworks such as the United Nations Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, UN Declaration on the Rights of Indigenous Peoples, and ILO International Labor Standards such as ILO Convention 169 on Indigenous Peoples as well as our commitment to principles of free, prior and informed consent. Further, Materion is committed to complying with the standards set out in the Responsible Business Alliance (RBA) Code of Conduct.

Our [Materion Code of Conduct](#) provides additional detail regarding our principles, commitments and responsibilities to each other, our customers, our shareholders and the communities in which we operate.

We also expect our suppliers, vendors and other business partners to share our respect for, and commitment to, human rights and to conduct their business activities in compliance with our [Supplier Code of Conduct](#).

Child and Forced Labor

We strictly prohibit the use of child or forced labor, including modern forms of slavery and human trafficking in all of our global operations or facilities, and our sites and operations verify the age of employees at the time of hire. Materion also prohibits any form of child or forced labor in our supply chain. Materion suppliers are required to comply with all applicable laws and regulations regarding child and forced labor and slavery and human trafficking.

Fair Labor Practices

We are committed to providing competitive, fair and equitable wages aligned with local market practices and living wage principles. We compensate our employees competitively relative to the industry and our local labor markets. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws and to the terms of applicable collective bargaining agreements. We also offer our employees the opportunity to improve their capabilities through training and other skills development initiatives.

Freedom of Association

We respect our employee's rights to freedom of association and assembly. We comply with rules regulating the employer-employee relationship, including laws relating to codetermination and works councils.

Diversity, Equity and Inclusion

We value diversity and inclusion in the workplace and prohibit all forms of harassment and discrimination. As one of our core values, we are committed to fostering diversity and inclusion throughout our organization. We support women's and minority groups' rights and we are dedicated to promoting and maintaining a culture of equal treatment and opportunity, regardless of ethnic or racial status, color, nationality, ancestral origin, religion, class, gender, age, disability or veteran status, physical characteristics or appearance, sexual orientation, gender identity, union membership, or political affiliation.

Environmental, Health & Safety

Ensuring the health and safety of our employees, contractors, customers, and the public is one of our core values. We conduct our business in a safe manner and comply with all applicable health and safety laws and regulations. We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and we work to ensure protection of both ecosystems and communities in which we operate. Our commitment to working in a safe and healthy environment is further described in our [Environmental Health and Safety Policy and Principles](#).

COMPLIANCE WITH THIS POLICY

Compliance with this Policy is mandatory and is vital to the business interests of Materion. Annual training is provided to employees on the Materion Code of Conduct and addresses respect for, and compliance with, the human rights concerns contained within this Policy.

Employees, suppliers, business partners and other stakeholders are responsible for reporting suspected violations of this Policy. Employees, suppliers, business partners and other stakeholders have a number of resources available to make a report, including anonymous reporting through our [Materion Ethics & Integrity Hotline](#). Our anonymous reporting systems are available 24 hours, 7 days a week and are managed by an independent third party. Materion has a zero-tolerance policy for retaliation. Any employee found to have engaged in retaliatory acts will be subject to disciplinary action, which may include termination of employment.