



## 2023 Diversity & Inclusion Report

### Policy

Valex Corp is committed to cultivating and preserving a culture of diversity and inclusion.

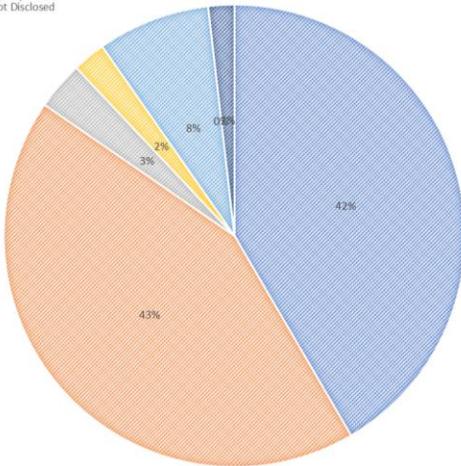
The collective sum of the individual differences, background, culture, life experiences, knowledge, self-expression make Valex as a whole. We are stronger and ultimately a better company for it.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

### Demographics Report

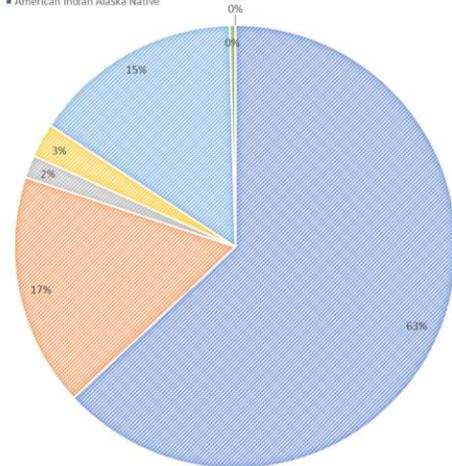
US CENSUS DATA  
[HTTPS://WWW.CENSUS.GOV/QUICKFACTS/VENTURACOUNTYCALIFORNIA](https://www.census.gov/quickfacts/venturacountycalifornia)

- Hispanic or Latino
- White (not Hispanic or Latino)
- Two or More Races (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Asian (not Hispanic or Latino), Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)
- Not Disclosed



VALEX

- Hispanic or Latino
- White (not Hispanic or Latino)
- Two or More Races (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Asian (not Hispanic or Latino), Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)
- Not Disclosed
- American Indian Alaska Native



As of June 30, 2023, Valex's racial diversity very well mirrors that of the Ventura County (Census Bureau Data).



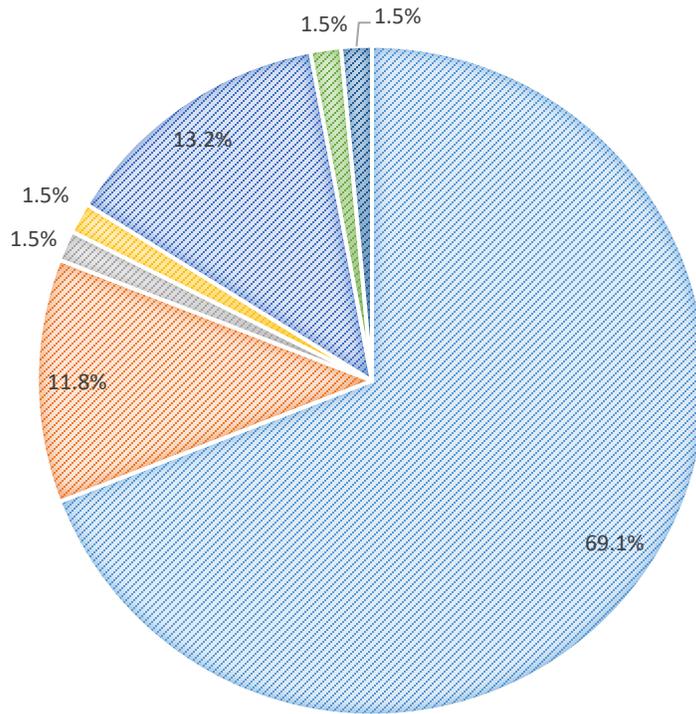
[www.valex.com](http://www.valex.com)

Corporate Offices & Manufacturing  
 6080 Leland Street | Ventura, CA 93003  
 Phone: 805-658-0944

**2022 New Hire Report**

## 2022-2023 NEW HIRE REPORT

- Hispanic or Latino
- White (not Hispanic or Latino)
- Two or More Races (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Asian (not Hispanic or Latino), Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)
- Not Disclosed
- American Indian Alaska Native



Valex continues to recruit individuals from a diverse ethnic background. We encourage hiring managers to consider employees from different backgrounds and industries to bring fresh perspective and new ideas into Valex.



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## Reliance Hotline

Reliance Hotline is posted on the company bulletin boards throughout the company.

Website: [www.reliance.ethicspoint.com](http://www.reliance.ethicspoint.com)

Phone: 877-318-9185

866-384-4277

**10 EMPLOYMENT PRACTICES**

At Reliance, our employees are individuals with different abilities, backgrounds, and experiences. We believe that every employee should have the opportunity to fully contribute and the Company forbids employment discrimination or harassment based on race, color, sex (including pregnancy, childbirth, and related medical conditions), national origin, religion, age, disability, genetic information, veteran status, sexual orientation, marital status, or any other characteristic protected by applicable law.

**YOUR RESPONSIBILITIES**

- Reliance employees must treat each other with respect and dignity.
- Value the contributions of others as Reliance does, and listen to their viewpoints.
- Maintain fairness in all relationships.
- Never discriminate against anyone — including fellow employees, customers, suppliers, service providers, partners, or any other person.
- All employees who believe that discrimination or harassment has occurred should report the incident, even if they are not the target of such discrimination or harassment.
- Reliance prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation relating to alleged discrimination or harassment pursuant to the applicable procedures.

*Reliance employees must treat each other with respect and dignity.*

(source: [Reliance Code of Conduct](#))

## Reliance Statement on Diversity, Equity and Inclusion

Valex is a business unit of Reliance Steel and Aluminum (NYSE: RS) and embrace the following statement on D.E.I (<https://www.rsac.com/environmental-social-and-governance/>)

*We believe that superior Company performance requires contributions from a diverse workforce that includes a variety of employee experiences, backgrounds, and characteristics. We are committed to providing fair and unbiased opportunities and hiring, developing and supporting a diverse and inclusive workplace. Our commitment to diversity and inclusion is also reinforced by our Code of Conduct, which prohibits employment discrimination or harassment based on race, color, sex (including pregnancy, childbirth, and related medical conditions), national origin, religion, age, disability, genetic information, veteran status, sexual orientation, marital status, or any other characteristic protected by applicable law. For more on diversity and inclusion at Reliance, see our Careers page.*



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### Diversity and Inclusion Monthly Themes

Consistent with last year's initiative to spread awareness, announcements are made on our bulletin boards, HR counter, and other communication channels as follows:

[January] Poverty Awareness Month	[February] Black History Month	[March] Women's History Month
[April] Arab American Heritage Month	[May] Asian & Pacific Islander American Heritage Month	[June] Pride Month
[July] American History Awareness Month	[August] Mental Health Awareness Month	[September] Hispanic Heritage Month
[October] Disability Awareness Month	[November] Native American Indian Heritage Month	[December] Religious Freedom Awareness Month



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