



LORD COMMITMENT TO EQUALITY AND INCLUSION

In the past week, much has been reported in the media regarding actions taken by the North Carolina General Assembly and N.C. Governor Pat McCrory with respect to the state's anti-discrimination policies and protections for the LGBT community.

This is an important moment to reaffirm our Core Belief of employee dignity, safety and well-being, and our commitment to disavow discrimination of any kind. Our [Code of Conduct](#) creates a framework around the company's beliefs and sets clear expectations for our behaviors—we prohibit discrimination against our employees.

Additionally, our Diversity and Inclusion Statement is clear about our values in this regard:

"LORD Corporation values and promotes diversity and inclusion of all. We embrace a culture of openness and acceptance of diverse thoughts and actions. Conduct consistent with these principles is key to realizing our Envisioned Future."

At LORD, we are committed to our fundamental belief in equality, to a workplace that values diversity and inclusion, and to treating all employees with dignity and respect.

For these reasons, we oppose any legislation or public policies that undermine equality and reduce anti-discrimination protections.

Ed Auslander // President and CEO