

## Introduction

Park-Ohio Holdings Corp. (NASDAQ: PKOH) is a publicly held company ([www.pkoh.com](http://www.pkoh.com)) governed by the Park-Ohio Holdings Corp. Code of Business Conduct and Ethics found on their website.

The Assembly Components Group (ACG) is a set of Park-Ohio Holdings companies. The following corporate responsibility statement applies to all companies in the Assembly Components Group and their suppliers.

The Assembly Components Group acknowledges its social responsibility in the global marketplace. That responsibility demands adherence to principles that protect the well-being of employees and other constituents throughout our Supply Chain. These principles span the areas of human rights, labor, the environment and anti-corruption and are consistent with others used by our customers and other business partners and accepted worldwide.

Social responsibility is an inescapable element of the long-term success of our companies, just as it is for our stakeholders, suppliers, employees, and customers. A plan for true sustainability requires not only good global citizenship but that we be competitive and remain so in the long term. True social responsibility is not an obstacle but an enabler to this end.

## Corporate Responsibility Statement

The following principles are followed by ACG and its Supply Chain worldwide. This documentation of Corporate Social Responsibility beliefs and expectations notifies every organization and individual in our Supply Chain that they must share in adherence to these practices.

## Compliance with Laws

ACG respects and supports compliance with applicable laws and regulations in the places in which it does business.

## Human Rights

ACG respects and supports compliance with the internationally accepted human rights.

### **Forced Labor**

ACG condemns all forms of forced and compulsory labor.

### **Child Labor**

ACG supports the effective abolition of exploitative child labor. Children will not be employed except in cases such as apprenticeships or training where the individual clearly benefits and participates freely.

### **Equal opportunity**

ACG undertakes to uphold equal opportunities with respect to employment and to refrain from discrimination in any form except to the extent selection according to specific criteria may be required by applicable law. Discrimination against employees based on gender, race, disability, origin, religion, age or sexual orientation is not acceptable.

### **Freedom of Association**

ACG acknowledges that all workers and all employers have the right freely to form and join groups for the promotion and defense of their occupational interests. During organization campaigns, the company and the executives will remain neutral; the trade unions and the company will comply with basic democratic principles, ensuring the employees ability to make a free decision.

### **Working Conditions**

ACG is opposed to all exploitative working conditions.

### **Workplace health and safety**

ACG ensures health and safety at the workplace to a level no less than required by applicable laws and supports the continuous improvement of working conditions.

### **Compensation**

ACG honors the right to reasonable compensation of a level no less than the legally established minimum-wage and the local job market. Within the scope of applicable laws, ACG respects the principle of “equal pay for work of equal value.”

### **Working hours**

ACG respects and supports compliance with applicable laws and agreements regarding working hours and regular, paid holidays.

### **Environment**

ACG expects stewardship of our natural resources.

ACG will support a precautionary approach to environmental challenges and participate in and encourage initiatives to promote greater environmental responsibility. We encourage the development and diffusion of environmentally friendly technologies.

### **Corruption & Ethics**

ACG will work against corruption in all its forms, including extortion and bribery. ACG will not offer or take receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of the enterprise's business, even in areas where it may be tolerated.

### **Suppliers**

ACG expects its suppliers to introduce and implement equivalent principles in their own companies. They must incorporate these principles as a basis for relations with ACG.