



2021 Diversity & Inclusion Report

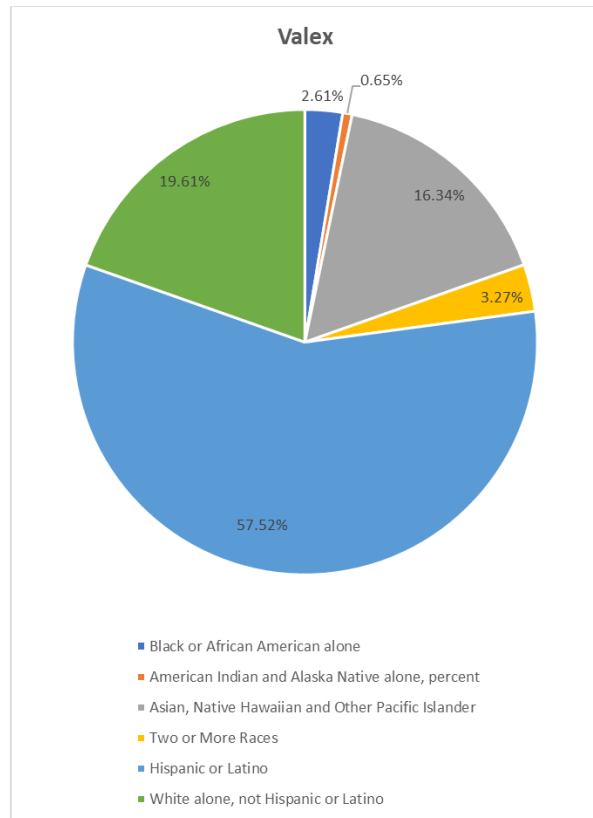
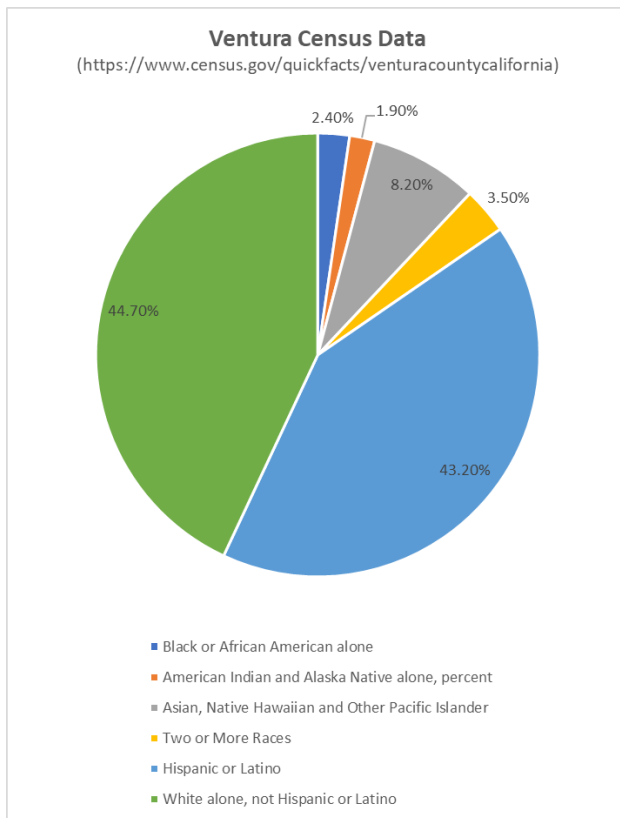
Policy

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



As of April 2021, Valex's racial diversity very well mirrors that of the Ventura County (Census Bureau Data).

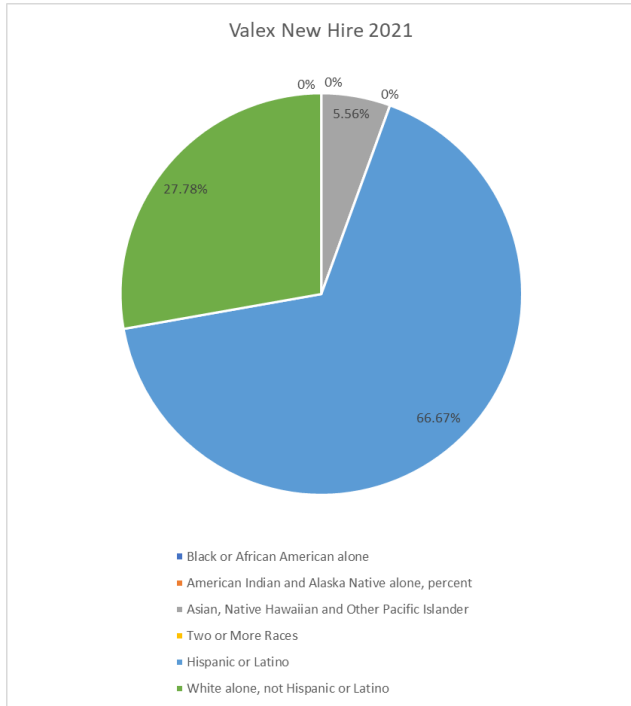


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Corporate Offices & Manufacturing
6080 Leland Street | Ventura, CA 93003
Phone: 805-658-0944



2021 New Hire Report



Valex continues to recruit individuals from a diverse ethnic background. The new higher demographics chart shows that Valex is hiring from

New hires come with diverse work experience such as aerospace, industrial, chemical, and automotive industry. We encourage hiring managers to consider employees from different backgrounds to bring fresh perspective and new ideas into Valex.

Reliance Hotline

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

Website: www.reliance.ethicspoint.com

Phone: 877-318-9185

866-384-4277



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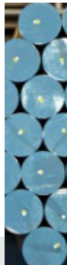
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EMPLOYMENT PRACTICES

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](#))

New Diversity and Inclusion Monthly Themes

Commitment to become a more inclusive and diverse workforce, starts with awareness. Beginning June, Valex will broadcast monthly awareness topics based on various social issues in our bulletin boards.

The annual diversity and awareness calendar is 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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Charity Drive & Supporting the Local Business

We are strong as the community in which we do business and live. Here are our on-going efforts to serve our community.



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Supporting the local business

For the second time this year, All Valex employees should have received a \$12 voucher good to be redeemed at the Fresh Burrito Mexican Grill! Go support the local business!

Fresh

Home

Our Story

Menus

Catering

Contact Information

Burrito

Fresh Burrito Mexican Grill



Our STORY

Fresh Burrito Mexican Grill is owned and operated by the Carrera family. Owner and operator, Armando Carrera and his family bring the tastes of Durango, Mexico to the beautiful City of Ventura.

Tuition Reimbursement Program

Valex offers tuition reimbursement program for all employees to further their careers. As of 6/28/2021, Valex has reimbursed 3 employees throughout the rolling 12 month period.



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