

Policy Statement

As President of Tremco Incorporated, I support our company's affirmative action program.

Tremco Incorporated ("Tremco") is a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). Tremco is committed to equal employment opportunity, and it is Tremco's policy to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities. Tremco will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

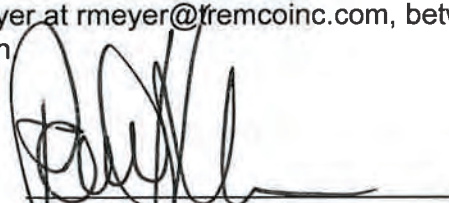
Tremco will recruit, hire, train, and promote individuals in all job titles, and will ensure that all other personnel actions are administered without regard to an individual's disability or protected veteran status.

Tremco ensures that all employment decisions are based only on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations in this part.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

I have delegated responsibility for implementing our affirmative action program to Ralph Meyer, HR Director.

Tremco employees and applicants may review the non-confidential portions of the affirmative action plan during regular business hours. Please contact Ralph Meyer at [rmeyer@tremcoinc.com](mailto:rmeyer@tremcoinc.com), between the hours of 9:00 am and 4:00 pm, to review the affirmative action plan.



Raul Hoogenboom  
President  
Tremco Incorporated

4-3-14  
Date signed