



**STURM, RUGER & CO., INC.**  
SOUTHPORT, CONNECTICUT 06890 USA

## **HUMAN RIGHTS POLICY STATEMENT**

### **Summary**

At Sturm, Ruger & Company, Inc. (“Ruger” or “the Company”), we are committed to respecting the human rights of stakeholders, which include our employees, business partners, and the communities in which we operate. We are guided by our core values of integrity, respect, innovation, and teamwork. These values drive our business and conduct, including specifically how we interact with others. Consistent with these values, we are committed to upholding the human rights principles protected under the Constitution of the United States of America, the Bill of Rights, and the laws and regulations of our great nation. Our commitment to respecting human rights is aptly demonstrated by our Code of Business Conduct and Ethics and other company policies that embed our values into our daily operations. This policy is carefully tailored to the Company’s size and business, and will help the Company manage reputational, financial, legal and regulatory risks related to human rights.

### **Employees**

At Ruger, protecting the health and safety of our employees is a top priority. It is the policy of Ruger to comply fully with all applicable health and safety laws and regulations. Every employee has responsibility for attaining and maintaining a safe work environment and is expected to perform his or her duties in accordance with all health and safety laws, regulations and Company policies. Regularly conducted training teaches our employees how to perform their jobs safely, identify red flags, and how to properly mitigate and report health and safety risks. Company management maintains an “open door policy” and employees are invited and encouraged to engage management on these and other topics to promote our common goals of continually improving the work environment and identifying, assessing, preventing, and mitigating actual or suspected policy or regulatory violations.

Ruger is an equal opportunity employer. Our policy is to maintain a working environment that is free from harassment and discrimination because of race, color, religion, sex, age, national origin, disability, or any other protected classification. Company policy and governmental regulations forbid harassment and discrimination in recruiting, hiring, training, promotion, transfer, salary administration, and all other terms, conditions, and benefits of employment. The Company expects all employees to comply with its Equal Employment Opportunity and Anti-Discrimination Policy. We condemn the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, child labor, and any form of human trafficking.

## **Business Partners**

The Company is proud to source the vast majority of our component materials and services from American companies. Ruger's business relationships are based on fundamental concepts of honesty, fairness, mutual respect, and nondiscrimination. We expect those with whom Ruger conducts business to do so in a way that is consistent with our values and human rights principles. To the extent we export products outside the United States, the Company respects the sovereignty of other governments and believes that it is the primary responsibility of local governments to safeguard and protect the basic human rights of their citizens. The export of firearms from the United States is a highly regulated process involving the approval of the U.S. State Department, the government of the importing country and, in some cases, congressional approval. Our internal procedures are designed to prioritize and help ensure compliance with all applicable U.S. and international requirements concerning the sale, export, and import of our products and product components.

## **Our Communities**

We are proud to operate in Fairfield, Connecticut; Newport, New Hampshire; Prescott, Arizona; Mayodan, North Carolina; Earth City, Missouri; Fairport, New York; and Enfield, Connecticut. We recognize the benefits these communities provide to our company and aspire to be a positive influence where we work and live. To help achieve this goal, we conduct our business responsibly and are committed to creating economic opportunity and fostering goodwill through locally relevant initiatives.

## **Reporting and Investigation**

We recognize that no company policy or compliance mechanism can completely eliminate all threats to fundamental human rights. As such, we invite and encourage our employees, business partners, shareholders, and other stakeholders to report violations of our Code of Business Conduct and Ethics, Corporate Compliance Program, internal policies, or applicable law utilizing the grievance reporting system outlined in these policies. When presented with reports of actual or suspected violations of these policies, laws, or regulations, the Company is committed to conducting an appropriate investigation and taking those actions reasonably warranted by the outcome of that investigation. In so doing, the Company is better able to understand and manage reputational, financial, legal and regulatory risks related to those human rights violations reasonably within the Company's practical ability and legal authority to influence.