

We would like to encourage employees to consider the consequences of your words before posting online. When Valmont® is connected to an Employee's social media (i.e. listed as an employer), the employee needs to follow our code of business conduct and confidential policies. In an effort to avoid problems and misunderstandings, Valmont has established a few recommendations to provide helpful and practical advice for social media use.

Recommendations

- **Refer to our Code of Conduct:** Follow our company's policies and abide by our core values. Online activity that violates the company's Code of Conduct may subject an employee to disciplinary action, including termination.
- **Act responsibly:** Ensure that your online profile is consistent with how you wish to present yourself to customers and colleagues. When you are online, you are representing Valmont: our people and our values. Avoid engaging in bigotry, prejudice, misogyny, or hatred on your social media feed.
- **Respect your audience:** Do not use ethnic slurs, personal insults, obscenity, or engage in any conduct that would not be acceptable in the workplace. Show proper consideration for other's privacy and for topics that are objectionable or inflammatory.
- **Honor copyright:** If it is not yours, don't use it. Before posting someone else's work, please check with the owner first. Posting implies authorship, while sharing is a distribution method
- **Do not share confidential information:** Protecting Valmont is part of your job, do not discuss or post any confidential information on any social platforms. If a document or item features the sentence "for internal use only", then it is not meant to be forwarded to anyone who is not employed by Valmont. Please act responsibly with entrusted information.
- **Avoid prohibited conduct:** Content you post or engage with should not be violent, sexually explicit, drug-related, discriminatory, or unlawful in any way. Non-public financial or operational information about Valmont should not be discussed or shared.
- **Use caution with Valmont events:** When posting about any Valmont events (including ERGs, intern outings, trade shows, community outreach, etc.), please be sure to avoid any visuals of alcohol or anything that would not be allowed in the office. Regardless of the location, you are communicating on behalf of the Valmont brand and therefore must maintain a professional image.

Regardless of our position within the company, we all have a duty to understand and adhere to the Code of Business Conduct for Valmont employees. Our commitment to act with integrity crosses all borders. We are one company with a shared obligation to protect our reputation. We believe that acting with integrity is not something you do solely for your public reputation, rather it means doing the right thing even when no one is watching.

To learn more, download our Code of Business Conduct in your preferred language:

www.valmont.com/about-us/code-of-business-conduct