



Political Contributions Policy

it's what's **inside** that counts

This policy guides our political contributions and activities to ensure compliance with applicable federal and state laws and go beyond compliance to implement leading practices in accountability and transparency.

- Political spending by CMC shall reflect the company's interests and not those of its individual officers or directors.
- No political contribution shall be given in anticipation of or return for any official act.
- CMC's Executive Leadership Team shall monitor the company's political spending, receive regular reports from corporate officials responsible for the spending, supervise policies and procedures regulating the spending, and review the purpose of the benefits of the expenditures.
- CMC PAC contributions shall be reviewed and approved by the CMC PAC's Steering Committee, which is made up of senior leaders from the company's business units.
- In general, CMC will follow a preferred policy of making its political expenditures directly rather than through third party groups. In the event that we are unable to exercise direct control, CMC will monitor the use of its dues or payments to other organizations for political purposes to assure consistency with the company's stated policies, practices, values and long-term interests.
- Employees will not be reimbursed directly or through compensation increases for personal political contributions or expenses.
- The company will not pressure or coerce employees to make personal political expenditures or take any retaliatory action against employees who do not.