

## An Open Letter to Employees on Racial Equality

June 16, 2020

Dear Colleagues and Friends,

Over the past few weeks, hundreds of thousands of people across the country have united to demand justice for the senseless deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and too many other African Americans at the hands of the police or self-proclaimed vigilantes. And unfortunately, the tragedies continued this past weekend in Atlanta with Rayshard Brooks being gunned down by police. I am deeply heartbroken for the families of the victims and I share in the anger and outrage felt by so many around the world.

Our country was built by men and women of many nations and backgrounds. It was founded on the principle that all people are created equal, and that the rights of every individual are diminished when the rights of one are threatened. Being born in Canada, I chose to become an American citizen later in life. It pains me intensely to see the injustices that continue in my chosen country due to racism, bigotry, and intolerance.

At Bonnell we believe in diversity and listening to everyone's voice. It makes us a better company, drives us to make better decisions, and makes us better human beings. To reinforce those points, we decided a couple of years ago to incorporate 'Diversity' as one of our core values – putting those beliefs in writing. Bonnell Aluminum is committed to the fight against racism, injustice, and inequality. I personally am committed to ensuring all employees are treated equally and with respect, regardless of their race, skin color, ethnicity, gender, age, religion, political affiliation, disability, sexual orientation, gender identity, family status or any other attribute that makes us unique as individuals.

I truly believe we have a social responsibility to those who are impacted daily by the systemic racism which unfortunately still permeates our society. I certainly do not pretend to have all the answers and it is often difficult to find the right words which resonate with everyone. However, my team and I are committed to listening, doing everything we can, and working together to stop inequality and injustice. If you want to talk about these issues or share your point of view, please feel free to reach out to me or any member of the leadership team. We are always open to having a discussion.

For anyone who is struggling with the recent events or experiencing additional anxiety or stress, please remember that our Employee Assistance Program is a benefit designed to provide voluntary, confidential, professional counseling to our employees and their eligible family members.

Sincerely,



Brook Hamilton  
President  
Bonnell Aluminum