Aluminum’s Champion Trading Team

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ANTITRUST ALLEY-OOP

This checklist states ISRI's policy to ensure compliance with antitrust and regulations during ISRI sponsored events— including meetings, roundtables, seminars, and social gatherings. The Federal antitrust laws prohibit combinations in restraint of trade that occur whenever competitors within a field of business exchange information that has the purpose or effect of fixing, raising, depressing, pegging, or stabilizing prices (or otherwise limiting competition). Should such a conspiracy in restraint of trade be found to occur at an ISRI sponsored event, ISRI, its directors, its officers, and its participating members would be held liable for substantial damages (including treble damages). Thus, at ISRI sponsored events, members are urged to meet the following requirements:

1. Do not, in fact or appearance, discuss or exchange present or future price-related information, including:
   - Individual company prices, price differentials, markups, discounts, current terms, markets, etc.
   - Individual company data on costs, production, capacity, inventories, sales, etc.
   - Transportation rates (particularly contract rates) for individual shipments.
   - Company bids on contracts for particular materials, company procedures for responding to bids, etc.
   - Credit terms, marketing strategies, etc.

2. In the event that any such improper discussion or exchange occurs at an ISRI sponsored event, ISRI and its participating members may be held personally liable for any damages (if the association does not actively and aggressively police its ranks on this issue, ISRI thus requires all members to be sensitive to the risk of potential antitrust abuses where ISRI sponsored events are concerned. If you believe that illegal activities may be occurring, please advise ISRI Counsel or an ISRI staff member immediately.

MOMMA’S TOURNAMENT RULES!

FULL COURT PRESS: to keep other people from getting you and your outfit into antitrust trouble (read on...)

1. WHO’S THROWING THE PARTY?
   - That’s an important question to ask. If you slip off to “rump sessions” before, during, or after meetings; the natural human temptation is to talk business there, and your business is best discussed openly in the proper forum. It is okay to have lunch with a friend or two, but don’t let it turn into a “rump session” (hard to define, but we all know when we see it; so be it before it is too late).

2. WHAT’S UP?
   - Your momma wanted to know “what kind of party is that you slip off to?”
   - “Momma, a few couples are getting together in the woods.” Same deal here, your momma was right. Don’t go to “rump sessions” before, during or after meetings; the natural human temptation is to talk business there, and your business is best discussed openly in the proper forum. It is okay to have lunch with a friend or two, but don’t let it turn into a “rump session” (hard to define, but we all know when we see it; so be it before it is too late).

3. SELECT GROUPS.
   - Remember how it hurt your feelings when some friend or two whispered with your competitors, even about football or movies. (At this point in your life, it won’t be a gossip who will spread the scandal, it will be same lawyer trying to make you look bad to a jury, so he can personally make a lot of money. Strike a blow for liberty, behave and look like you are behaving. Only one hand, and keep all the others off.)

3.5 Further Measures
   - Your momma suspected that [events where you slip off to]. She was right. Your momma was right. If the other people at your meeting start talking about pay rates, kick back and watch, ’cuz it may be unpleasant then, but it beats going to jail or getting sued.

10. CALL YOUR MOMMA IF YOU’RE NOT SURE.

ISRI-sponsored programs or similar programs addressing laws and regulations related to antitrust and other business training and certification programs.

ISRI Members are committed to cooperating with local, state, and federal law enforcement to identify, report, and prevent materials theft. In addition, Members are encouraged to consider further measures to continually assess and improve safety practices in their workplace, such as by participating in ISRI’s Scrap Safety Blueprint Action Plan or similar safety training and certification programs.

3.0 BUSINESS CONDUCT

3.1 Business Practices
   - Members are committed to conducting business honestly, ensuring that business buying practices are fair and accurate, and ensuring that materials shipped conform to agreed-upon contract specifications. In addition, Members are encouraged to consider further measures to continually assess and improve safety practices in their workplace, such as by participating in ISRI’s Scrap Safety Blueprint Action Plan or similar safety training and certification programs.

3.2 Safety
   - Members are committed to providing a safe and healthy workplace for their employees and the public. In addition, Members are encouraged to consider further measures to continually assess and improve safety practices in their workplace, such as by participating in ISRI’s Scrap Safety Blueprint Action Plan or similar safety training and certification programs.

3.3 Responsibilities
   - Members are committed to providing a safe and healthy workplace for their employees and the public. In addition, Members are encouraged to consider further measures to continually assess and improve safety practices in their workplace, such as by participating in ISRI’s Scrap Safety Blueprint Action Plan or similar safety training and certification programs.

3.4 Compliance with Applicable Laws
   - Members are committed to complying with all local, state, and federal laws and regulations applicable to their businesses and facilities. In addition, Members are encouraged to consider further measures to continually assess and improve their practices to ensure compliance with applicable laws and regulations, such as by participating in ISRI’s Scrap Safety Blueprint Action Plan or similar safety training and certification programs.

3.5 Further Measures
   - In addition to these standards, Members are encouraged to consider further measures to maintain the highest level of professional conduct in the provision of recycling services.

CONDUCT ON THE COURT

1.0 PREAMBLE
   - The Institute of Scrap Recycling Industries (ISRI) represents both small and large scrap recycling businesses throughout the United States. ISRI members (Members) are critical partners in the manufacturing chain, unparalleled collaborators in the initiative toward sustainability, and economic drivers for local communities and the global economy. ISRI’s goal is to maintain an ethical, safe, professional, and environmentally responsible climate to assure continued public and business confidence in the scrap recycling industry. Therefore, ISRI recommends that members adopt this Code of Conduct (Code) to guide and govern their operations.
   - The standards set forth in the Code are not new, but rather, they reflect the commitment to professionalism and community service to which ISRI Members have long adhered, and they serve as a renewed promise that ISRI Members will continue to embody these ideals as their leadership role in local and global commerce continues to grow. Ultimately, this Code is designed to assist Members in acting responsibly, ethically, and in a manner that fosters the highest level of professionalism in the provision of recycling services.

2.0 MEMBER VALUES

2.1 To Our Customers
   - We value open, honest, and fair transactions, conducted by trained and knowledgeable staff who will ensure integrity, accuracy, and safety at our facilities.

2.2 To Our Employees
   - We value a safe and healthy workplace, and equal opportunity for employment, development, and advancement for all employees.

2.3 To Government and Law Enforcement
   - We value working with local, state, and federal law enforcement to ensure safety and security of our facilities, and to continuing to lead the effort to identify, report, and prevent materials theft.

2.4 To Our Communities
   - We value our role as critical partners in finding sustainable economic and environmental solutions, to operating as good corporate citizens, and to supporting the social welfare and economic development of the communities in which we live and work.

2.5 NO SELECT GROUPS.
   - ISRI Members are committed to providing a safe and healthy workplace for their employees and the public. In addition, Members are encouraged to consider further measures to continually assess and improve safety practices in their workplace, such as by participating in ISRI’s Scrap Safety Blueprint Action Plan or similar safety training and certification programs.

2.6 NO OUT OF THE BUSHES.
   - When you slip off to “rump sessions” before, during or after meetings; the natural human temptation is to talk business there, and your business is best discussed openly in the proper forum. It is okay to have lunch with a friend or two, but don’t let it turn into a “rump session” (hard to define, but we all know when we see it; so be it before it is too late).

2.7 NO GETTING IN BY DECEITFUL MEANS.
   - Your momma told you that you would talk sweet to you; don’t get taken in. She was right. It would be simple if you could spot another troublemaker just by sieving an evil-looking guy in a cloak and sickle hat and a waxed mustache who whispered “Pat! Pat’s conspirator!” They don’t do that. People sometimes unknowingly fall into conspiracies, pulled in by other non-seeing people who say “let’s get on the same wavelength,” or “let’s sort it out before the meeting.”