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| <b>SECTION:</b> | <b>Corporate Compliance<br/>GP-Comp.006.002</b> | <b>EFFECTIVE DATE</b> | <b>01/01/2024</b> |
| <b>SUBJECT:</b> | <b>Workplace Threats and Violence</b>           | <b>SUPERSEDES:</b>    | <b>1/15/2004</b>  |
| <b>SCOPE:</b>   | <b>Global</b>                                   |                       |                   |

**SCOPE/APPLICABILITY**

This information on Conflict Minerals applies to Ball Corporation, its divisions, operations, subsidiaries, affiliates, or greater than 50 percent owned joint ventures ("Ball"), and all employees, officers and directors of Ball.

**POLICY**

The safety and security of our personnel are important to Ball Corporation. Threats, threatening behavior, or acts of violence against employees, visitors, guests, or other individuals by anyone on Ball Corporation property will not be tolerated.

**PROCEDURE**

Any person who makes substantial threats, exhibits substantial threatening behavior, or engages in violent acts on Ball Corporation property shall be removed from the premises as quickly as circumstances permit, and shall remain off Ball Corporation premises pending an initial assessment. Should investigation substantiate that violations of this policy have occurred, Ball Corporation will initiate a decisive and appropriate response. This response may include, but is not limited to, suspension or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and seeking arrest and prosecution of the person or persons involved.

All Ball Corporation personnel are responsible for notifying their facility manager or human resources representative of any substantial threats or violence which they have witnessed, received, or have been told that another person has witnessed or received. Even without an actual threat, personnel should also alert this representative to any behavior they have witnessed which they regard as threatening or violent, when that behavior is job related or might be carried out on a company-controlled site, or is related to company employment. Employees are responsible for making this report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person or persons who were threatened or were the focus of the threatening behavior.

This policy also requires any individual who applies for or obtains a protective or restraining order against a person threatening such individual, which lists company locations as being protected areas, to provide to the manager or human resources representative a copy of the petition and declarations used to seek the order, a copy of any temporary protective or restraining order which is granted, and a copy of any protective or restraining order which is made permanent. The human resources representative will forward copies of this documentation to the Corporate Law Department.

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# Workplace Threats and Violence

**Ball Corporation**  
"Proprietary"

Approved By:

Dan Fisher

Chief Executive Officer

## Review History

| Review Date | Reviewed By | Last Change Summary     |
|-------------|-------------|-------------------------|
| 01/01/2024  | EHR         | Updated to New Template |

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