

Workplace safety and sustainability are interconnected



Our Workforce, Sustaining Our Future

Safety First – Protecting Our Most Valuable Resource

At Grede, we hold our employees in the highest regard as they are our most valuable resource, and we prioritize their safety above all else. At Grede, employee safety is always our top priority.

We are proud of our world-class safety record while recognizing that foundry work can be difficult and potentially hazardous at times. Our safety data is significantly better than the national average for iron foundries, which we attribute to our unwavering commitment to safety, a dedicated safety team, and our well-trained employees.

We strive to create a culture where safety is ingrained in everything we do. We empower our employees to be proactive in identifying potential safety concerns and taking appropriate action to prevent incidents. Our core belief is that all incidents can be prevented, and we are committed to achieving this goal. We continuously review our safety and health programs to identify and address potential hazards and risks.

By prioritizing safety in all aspects of our operations, we aim to provide a safe and healthy workplace for our employees, protect the environment, and ensure the long-term sustainability of our business.

Our commitment to safety and health is unwavering, and we will continue to prioritize it in all aspects of our business."



KEY ELEMENTS OF SAFETY

- Policies and Procedures: Effective and comprehensive.
- Training: Includes new hire, ongoing, and refresher training.
- Risk Assessments: To identify hazards and potential exposure.
- Continuous Improvement: Involving ongoing enhancements.
- Incident Reporting and Investigation: Covering accidents and near misses.
- Safety Inspections: Conducted regularly with documented assessments.
- Safety Committee: Inclusive of all work areas and levels.
- Emergency Preparedness: Includes a plan for responding to emergencies.

2022 Safety Results

Grede
Reedsburg, WI
2 million
Hours worked without a
lost time incident

Grede
Menomonee Falls, WI
1 million
Hours worked without a
lost time incident

- **124,397 Safety Training Hours**
Completed training for new hires & refresher in 2022
- **17,966 Safety Observations**
Proactive approach to safety including corrective actions
- **29% Reduction in Lost Time Day**
Days out due to workplace injury 2021 vs. 2022
- **67% Better TRIR Industry Average**
Foundry average TRIR 6.6, Grede 2022 actual was 2.1
- **69% Better DART Industry Average**
Foundry average TRIR 4.0, Grede 2022 actual was 1.2
- **82% Wellness Program Participation**

Awards

Grede St. Cloud, MN:
Meritorious Safety Award presented by the Minnesota Safety Council for Outstanding Safety Achievement.

Grede Liberty, WI:
Recipient of the American Foundry Society (AFS) Safe Year Award.

Eagle Award winner for achieving zero OSHA recordables in 2022.

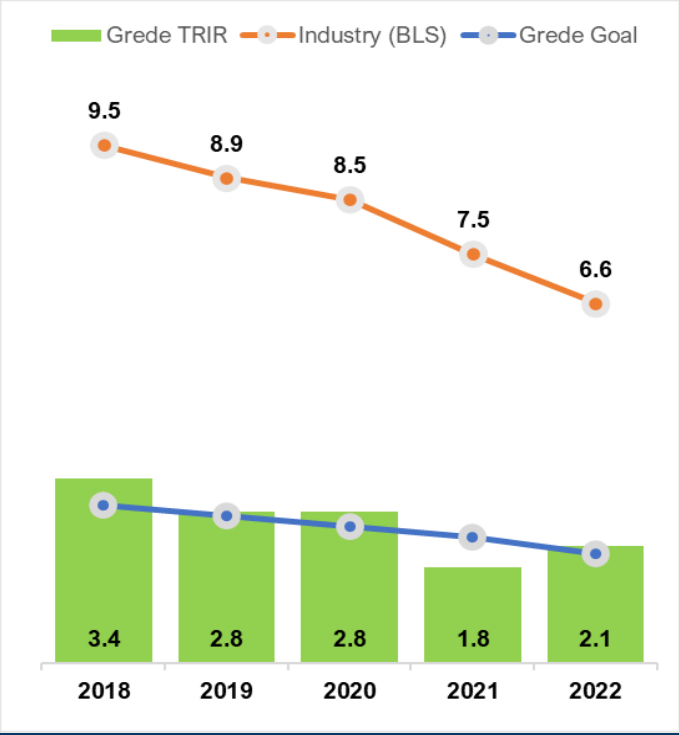
Grede Menomonee Falls, WI:
Recipient of the American Foundry Society (AFS) Millionaires Safety Award in 2022.

Grede Reedsburg, WI:
Recipient of the American Foundry Society (AFS) Millionaires Safety Award in 2022.

President's Safety Eagle Award winner in 2022 for outstanding safety performance.

TRIR Rate

Total Recordable Incident Rate (TRIR), is a metric used to measure the number of OSHA recordable work-related injuries relative to the number of hours worked



We are pleased to report that our TRIR for 2022 was 2.1, which is considerably below the national foundry industry average of 6.6. This is a clear demonstration of our commitment to a safe and secure working environment for all our employees.

We recognize that maintaining a low TRIR rate is an ongoing effort, and we continue to prioritize health and safety in all aspects of our operations. **38**

Safety Programs

At Grede, we place the highest value on the safety and well-being of our employees.

To ensure this, we have implemented standardized safety initiatives across all our operations and continuously foster a safety-oriented culture.

These measures create a work environment in which our employees can work confidently, knowing that their health and safety are always our top priority.



Safety & Health Management System

SHMS is a formal framework for safety. Level 1 Procedures establish the overall structure of the system, while Level 2 Procedures describe 40 individual processes for each plant to implement.

Internal Audits

All Grede EHS systems undergo bi-annual internal audits, conducted by Corporate EHS and EHS Managers to proactively identify areas for safety improvement.

Incident Investigation

We have established a formal safety accident investigation process to ensure a thorough investigation is conducted following any safety incident. This process involves identifying the root cause, documenting the findings, and implementing corrective actions to prevent recurrence.

MetricSoft

This web-based information management system aids in sustainable improvements of EHS systems through tracking and managing EHS metrics or key performance indicators.

New Hire and Refresher Safety Training

We have a comprehensive safety training program in place, completed regularly by all employees across all locations..

Workers Compensation Administration

We have a formal process for all Workers' Compensation cases, including claims processing, care management, incident investigation, loss reporting, and case review.

Safety Brigades

Committees are in place at all locations, responsible for promoting and maintaining a safe work environment, identifying potential safety hazards, and developing strategies to mitigate those hazards..

Safety Flag Program

The Flag Program incentivizes Grede plants to continuously improve their EHS programs, strive for excellence, and promote a culture of safety and sustainability across the organization.

Safety Leadership

Safety is discussed with Leadership, Senior Management, and Executive leadership on a daily, weekly, monthly, and quarterly basis. All safety personnel meet weekly online to discuss safety concerns and share best practices.

STOP Observation process

Grede employs the DuPont STOP Observation process, a behavior-based safety system designed to immediately identify and correct unsafe behaviors.

Continuous Improvement

All locations complete two major improvement projects annually. These projects are aimed at identifying potential safety hazards, implementing preventative measures, and promoting a safety-oriented culture.



Grede Flag Program

To ensure the safety and well-being of employees, customers, and the environment, as well as to attain long-term success and sustainability, Grede has implemented the Grede Flag Program. This recognition program encompasses various measures such as regular audits and inspections, continuous training, education, and robust incident reporting mechanisms to monitor and improve the performance of its EHS management system.

Under this program, colored flags are awarded to plants based on their performance in meeting or exceeding expectations in EHS. The different colored flags awarded under the program are as follows:

- Green Flag: Awarded to plants that meet the expectations in EHS.
- Blue Flag: Awarded to plants that have exemplary EHS programs.
- Gold Flag: Awarded to plants that implement the best management practices for EHS.

Flags are awarded on an annual basis during the EHS Conference and proudly flown at the plant for the year. In 2022, St. Cloud, MN, and Reedsburg, WI were gold flag winners, receiving the highest honor for their consistent demonstration of best EHS practices. Biscoe, NC, and Iron Mountain, MI earned blue flags for their exemplary EHS programs.

The Flag Program incentivizes Grede plants to continuously improve their EHS programs, strive for excellence, and promote a culture of safety and sustainability across the organization."



Grede Flag Program Elements

SAFETY CIP

The Grede Continuous Improvement Program (CIP) empowers our workforce to take an active role in our ongoing commitment to enhancing safety. Under this initiative, every facility is encouraged to propose safety-focused projects designed to improve safety measures, with a specific emphasis on reducing hand and finger injuries, as well as minimizing sprains and strains at all our sites.

In the year 2022, a total of 18 formal projects were submitted, each undergoing a thorough evaluation process that considered a range of criteria, including Project Analysis, innovation, effort, effectiveness, and sustainability. The recipients of the project awards were recognized and celebrated during our annual Environmental, Health & Safety Summit."



Creating a safer and sustainable future, together

Safety CIP #1

- Biscoe, NC
- Ergonomic Improvements

"Ergonomic improvements have played a significant role in enhancing workplace safety and efficiency. Initially, employees were tasked with repetitively handling heavy cores weighing between 16 to 18 lbs each and using lift assists for moving 300 lbs patterns, posing significant ergonomic challenges. Through collaborative efforts with engineering, substantial changes were made. The CB22 core box was redesigned, increasing its cavities from 2 to seven and reducing the core's weight from 16 lbs to 0.75 lbs. Additionally, the transition from a Disa 32 pattern (steel) to a 2024 pattern saw a dramatic reduction in weight, from 400 lbs to 90 lbs. Further ergonomic enhancements included reducing another CB22 core from 18 lbs to 4 lbs and another core from 25 lbs to 15 lbs. These improvements not only resulted in impressive piece-part savings ranging from \$5.75 to \$23.16 per part but also significantly diminished ergonomic risks, ultimately creating a safer and more efficient working environment for employees.

Safety CIP #2

- Saint Cloud, MN
- Brokk Slag Removal Project

"The Brokk Project introduced a transformative solution to a labor-intensive task within the melt crew's responsibilities. Previously, two employees spent an average of six hours every weekend manually removing slag from the pressure pour vessel, amounting to over 3,000 lbs of slag removed by hand. With the acquisition of the Brokk, a remote-controlled chipping machine mounted on tracks, a new attachment was devised and installed for slag removal from a safe distance using remote controls. This innovation has dramatically streamlined the process, reducing the task to just one hour for a single employee while also keeping them at a safe distance from the intense heat and molten metal. Additionally, this approach eliminates the need to dispose of 6-8 slag paddles each week, resulting in enhanced efficiency and safety in the workplace.

Safety CIP #3

- Reedsburg, WI
- Melt Deck Safety Improvements

"The Melt Deck Safety Project addressed critical safety concerns associated with repetitive tasks conducted daily on the melt deck. With approximately 150 such tasks taking place during a single 10-hour shift, ensuring the well-being of employees was paramount. To enhance safety measures, a 6-foot demarcation area was established around the furnace opening, prohibiting employees from stepping within it to mitigate potential risks. Additionally, a protective wall was erected to safeguard employees during pouring operations, providing an added layer of safety. Furthermore, the project extended the handles on delivery devices, making these tasks more ergonomic and reducing physical strain on the workforce. These comprehensive safety enhancements have significantly improved the working conditions on the melt deck, underscoring the plant's commitment to the well-being of its employees."