



Grede Safety & Health Policy Statement

Grede is committed to a safe and healthy workplace, considering safety and health in all business decisions. We firmly believe that all incidents are preventable through the diligent implementation of the following proactive safety measures.

Employee Accountability:

Each employee bears the responsibility of prioritizing safety in their job. This encompasses strict adherence to safety protocols, utilization of designated personal protective equipment (PPE), and prompt reporting of any identified unsafe conditions.

Hazard Identification and Control:

Regular risk assessments are conducted to identify potential hazards. Control measures are implemented to either eliminate or mitigate hazards.

Training and Education:

Comprehensive safety training is provided to all employees, covering proper PPE & equipment usage, emergency procedures, and the imperative of adhering to safety guidelines.

Regulatory Compliance:

We strictly adhere to all local and national safety regulations. Our operations are conducted in strict accordance with industry best practices to ensure the well-being of our workforce and community.

Emergency Preparedness:

Detailed emergency response plans are established, trained and routinely updated to address potential risks and opportunities.

Personal Protective Equipment (PPE):

Job hazard analysis is completed and routinely updated to identify the appropriate PPE to supply to employees, and its utilization is mandatory.

Incident Reporting and Investigation:

Incidents, near misses, and unsafe conditions must be reported promptly. Investigations are conducted to determine root cause, and corrective actions are implemented to prevent recurrence.

Continuous Improvement:

We are dedicated to an ongoing enhancement of our safety performance. Regular safety audits and reviews are conducted to pinpoint areas for improvement.

This Safety Policy is designed to establish a workplace culture where safety is ingrained, and each employee is empowered to contribute to a secure and resilient work environment. It serves as a comprehensive guide for all personnel involved in our manufacturing operations.

Cary Wood, Grede Chief Executive Officer

1/22/2024

Date