



Health & Safety Policy

Accuride is committed to protecting the health, safety, and well-being of all employees, contractors, visitors, and the communities in which we operate. This policy establishes Accuride's commitment to managing workplace hazards through systematic anticipation, recognition, evaluation, and control, in accordance with applicable international standards and legal requirements.

Policy Commitment

- Comply with applicable laws, regulations, international guidelines, and relevant national occupational health and safety legislation.
- Promote a culture of prevention with a long-term goal of zero accidents.
- Provide adequate resources, training, equipment, and supervision to ensure safe work environments.
- Identify, assess, and control hazards through structured risk assessments and continuous improvement.
- Encourage full worker participation, consultation, and representation in EH&S (Environmental Health & Safety) matters.
- Minimize negative impacts of our operations on surrounding communities and the environment.

Responsibilities

Management Responsibilities

- Implement this policy and ensure compliance with legal and organizational requirements.
- Conduct regular hazard assessments, audits, and reviews, and act on findings.
- Provide and maintain PPE, machine guarding, safe systems of work, and training.
- Ensure incident reporting, timely investigations, and effective corrective actions.
- Support emergency preparedness, drills, and response capabilities.
- Demonstrate visible safety leadership and reinforce a culture of safety.

Employee and Contractor Responsibilities

- Follow all safety procedures and training; use required PPE correctly.
- Report hazards, near-misses, incidents, and unsafe conditions immediately.
- Participate in training, inspections, JHAs (job hazard analysis), and emergency drills.
- Exercise stop-work authority if conditions are unsafe and notify a supervisor.



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Core Elements of Accuride's Health & Safety System

Personal Protective Equipment (PPE)

- Identify PPE requirements via hazard assessments.
- Provide suitable PPE (e.g., safety glasses, gloves, hearing protection, respirators, face shields, protective clothing, safety footwear).
- Train on selection, use, inspection, maintenance, and limitations of PPE.
- Replace defective or worn PPE promptly; employees must report issues immediately.

Machine Safety

- Install and maintain guards, interlocks, barriers, and emergency stops; verify functionality after maintenance or change.
- Implement Lockout/Tagout (LOTO) for control of hazardous energy with written, machine-specific procedures and annual audits.
- Conduct machine risk assessments and preventive maintenance per manufacturer and internal standards.
- Train operators and maintenance on safe operation, hazards, and safe job procedures.

Emergency Preparedness

- Maintain emergency action plans / contingency plans for fire, chemical spills, medical emergencies, power outages, severe weather, and security threats.
- Conduct regular drills and training; review lessons learned and update plans.
- Inspect and maintain alarms, sprinklers, fire extinguishers, eyewash/showers, AEDs, spill kits, and emergency lighting.
- Coordinate with local emergency responders and post site maps and contact lists.

Incident and Accident Management

- Require immediate reporting of incidents, injuries, near-misses, unsafe conditions, and property damage.
- Investigate using root-cause methodologies (e.g., 5-Why) with worker participation.
- Implement corrective and preventive actions (CAPA), verify effectiveness, and share lessons learned.
- Meet regulatory reporting timelines and maintain complete records.

Workplace Ergonomics

- Assess ergonomic risks for manual handling, repetitive tasks, forceful exertions, and awkward postures.
- Implement engineering and administrative controls (lift assists, adjustable workstations, job rotation, work-rest cycles).
- Provide training on safe lifting and early reporting of discomfort; implement early interventions.



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Handling of Chemical and/or Biological Substances

- Comply with GHS (Global Harmonized System) and other applicable chemical safety regulations; maintain an accurate chemical inventory and current SDS.
- Ensure proper labeling, secure storage, secondary containment, and segregation of incompatible chemicals.
- Use engineering controls (ventilation, enclosure) and appropriate PPE; establish respirator programs with medical evaluation and fit testing where required.
- Establish spill prevention and response procedures; train spill responders and stage spill kits.
- Dispose of chemicals and biological materials per legal and environmental requirements.

Fire Protection

- Reduce combustible loading and ignition sources; maintain housekeeping standards.
- Implement hot-work permitting, fire watch, and gas cylinder controls where applicable.
- Inspect and maintain fire protection systems and portable extinguishers at required frequencies.
- Train employees on alarm recognition, extinguisher basics (where authorized), and evacuation routes and assembly points.

Continuous Improvement

- Review leading and lagging indicators, audit results, and incident trends to identify opportunities.
- Set and review SMART EH&S objectives and targets at corporate and site levels.
- Conduct management reviews at least annually and after significant changes or serious incidents.
- Engage workers through Joint Health & Safety Committees (where required), safety suggestions, and Kaizen activities.

Policy Review and Communication

- Communicate and post this policy across sites; include in onboarding and refresher training.
- Review the policy at least annually, and sooner if operations, risks, or regulations change.
- Maintain document control, and versioning per corporate requirements.

This policy is endorsed by the Accuride Executive Management and affirms its commitment to the implementation and continual improvement of this Health and Safety Policy.