OS-PY-X01 Safety Policy

0.0 Revision Log

Revision Log				
Revision Level	Revision Date	Section	Description	Rev By (1st initial and last name)
REL	24Mar2017	-----	Initial release	GST
A	10Jan2019	3.0	Added pedestrian safety content	MSV
B	19May2021	All	Updated job titles to match current	DKnebl
C	6Dc2022	All	Updated job titles to match current	DKnebl
D	28Apr2026	All 3.0	Annual review Updated job title	C. McPheron

1.0 Purpose

Identifies the global safety requirements.

2.0 Scope

This policy applies to all employees throughout GHSP.

3.0 Policy Statements

GHSP is committed to provide an environment that will protect the health, safety, and well-being of our employees, globally. GHSP is committed to identify and reduce the safety risks and hazards through employee participation, safety procedures, and programs. GHSP complies with all the applicable regulations and governmental requirements. GHSP sets and reviews safety objectives to continuously promote a proactive approach to workplace safety.

Committed: GHSP is committed to safety through a robust Safety Process. The Safety Process creates an environment that values and promotes safe work with procedures, work instructions, and forms. The Safety Process makes sure the work environment at GHSP complies with all applicable regulations. The corporate safety goals set by the Leadership Team for all Plants show that the commitment to safety is supported by the

entire organization. The Global Safety Process is reviewed and maintained by the Leadership Team annually through the Annual Management Review Process.

Protect: GHSP protects employees through safety training. New employees receive training so all employees can work in a safe manner. All employees receive safety awareness training. All GHSP Plants have a Team that keeps employees safe during emergencies and unsafe situations. Each GHSP Plant will establish and maintain an emergency plan which identifies workplace emergency practices and procedures. GHSP works as a team to respond quickly to safety hazards, safety risks, and ergonomic issues.

Protect: GHSP protects pedestrians through training, appropriate maintenance on the powered industrial vehicles, and safety features in the Plant. GHSP believes the best way to protect all pedestrians is to keep the pedestrians and the powered industrial vehicles separate whenever possible. When the pedestrians and the powered industrial vehicles must use the same path, safety features or activities are used to promote the safe interactions.

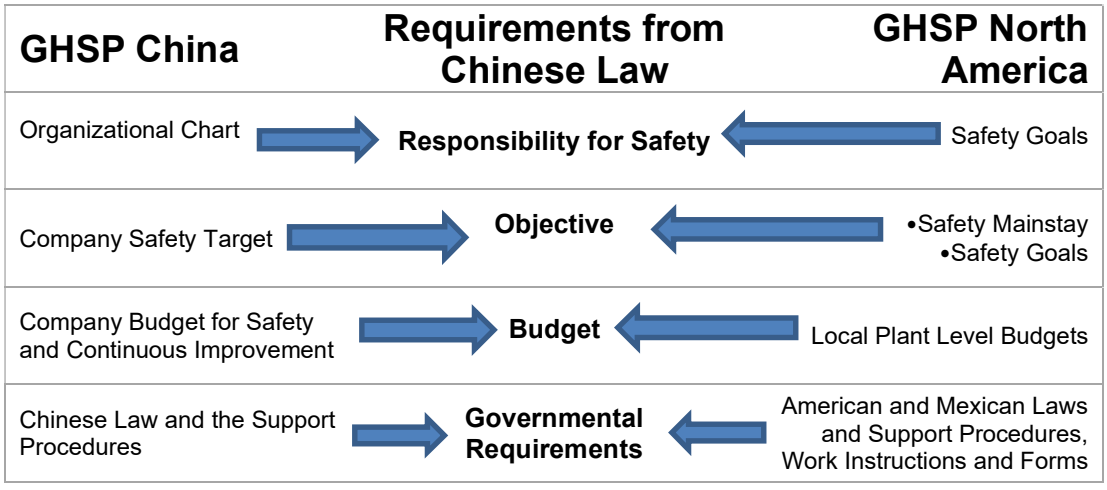
Identify: GHSP identifies safety risks and hazards through empowerment, training, and a robust safety system. GHSP completes audits to identify safety hazards. GHSP uses problem solving to develop and implement corrective actions for findings from safety audits. GHSP educates all employees about safety findings and solutions at monthly plant meetings. All employees are empowered to:

- Suggest safety improvements
- Participate on the Safety Committee to identify safety issues and implement solutions

Proactive: GHSP uses a proactive approach to prevent accidents. GHSP uses an employee-driven safety improvement program that encourages employees to make safety suggestions. Safety audits are completed regularly to find safety risks before an accident occurs. GHSP employs ~~Safety Team, EHS and/or delegates~~ a Safety Representative to lead the organization to resolve the safety risks. Drills are completed regularly to prepare Team Members for emergencies, incidents, and unsafe situations. All employees are trained in ergonomics to identify issues that may cause an injury from abnormal or repetitive motion.

4.0 Global Process Alignment

See the chart below to see the alignment between the safety process in China and the safety process in North America.



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