

Health and Safety Policy

At ConMet, the safety, health and security of our employees, contractors, and guests (workers) are of vital importance. Injury or loss impacts each of our lives through lost wages, low morale, lost productivity, and increased costs, and can dramatically impact the success of our business.

It is the intent of ConMet to comply with all legal requirements. To do this we must constantly be aware of conditions in all work areas that can produce injuries. No workers are required to work at a job they know is not safe or healthy. Cooperation in detecting hazards and, in turn, controlling them, is a condition of everyone's employment. Workers should inform their supervisor immediately of any situation beyond their ability or authority to correct.

We recognize that the responsibility for safety and health is shared:

ConMet accepts the responsibility for leadership of the Safety and Health Program, for its effectiveness and improvement, and for supplying the safeguards required to ensure a safe work environment.

Supervisors and managers are responsible for their workers' training. This includes proper procedures, work practices, and safe methods to do their jobs. Supervisors must enforce company rules and take immediate corrective action to eliminate hazardous conditions. They will not allow safety to be sacrificed for any reason.

Implementation:

- › We will set objectives and targets with targeted completion dates on EHS issues which are reviewed at regular intervals.
- › We will achieve these targets using safety tools including risk assessments, hazard identification, safety action plans and management controls.
- › We will use management reviews, at appropriate intervals, to review this policy and required changes as well as the internal and external needs of interested parties.
- › Effective implementation of this policy requires the cooperation and active involvement of all ConMet workers.
- › We will monitor, measure, investigate and review EHS incidents as they occur. A root cause analysis will be completed for applicable incidents as well as the review of the effectiveness of corrective and preventative actions.

Workers:

Each worker, regardless of his or her position within the company, is expected to cooperate in all aspects of the Company's Safety and Health Program. Some major points of our company safety program require that:

- › Workers shall report all accidents, near misses, hazardous conditions, or other safety concerns to their supervisor immediately. Incidents including near misses and worker injuries are maintained, reviewed, and managed with the intent of reducing the recurrence of similar incidents.
- › The required personal protective equipment shall be worn by all workers. There are no exceptions.
- › Machines or equipment without adequate guarding or in questionable condition shall not be used and reported to a supervisor.
- › Preparing for emergencies that could occur in our facilities are covered during orientation and/or during required annual training. This would include preparing for fires, chemical spills, and natural disasters.

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- › This policy is communicated to all persons working for or on behalf of ConMet. This policy will be displayed at all our facilities as well as our company website so that external parties will be able to review. Any changes made to this policy will be communicated with updated documents replaced where necessary. In addition, when required, we will provide training to all workers on relevant changes within the EHS community.
- › Each worker has a personal responsibility for his or her own safety, as well as the safety of co-workers. If everyone does their part by doing what is necessary to ensure workplace safety, we will all benefit. Each worker is encouraged, without repercussion, to report unsafe conditions, non-conformances or any other EHS issues.

Our goal is to provide a safe, healthy, and secure environment for all workers. All workers must embrace this program, be an active participant, and accept individual responsibility to ensure the program's success.

The Corporate EHS Director/Manager, supported by Plant EHS Managers and top management will be responsible for implementing and reviewing this policy as well as monitoring the company's health and safety performance for continued improvement in reducing risks at ConMet. This will also include ensuring that adequate resources are available to ensure fulfillment of this policy.

A handwritten signature in black ink that reads "Rick Linville".

Rick Linville, Director of EHS

A handwritten signature in black ink that reads "John Waters".

John Waters, President