



Stoneridge Global Workplace Health and Safety Policy

1.0 Purpose / Scope

Stoneridge is committed to continuously improving workplace health and safety. We seek to protect the health and safety of our employees through comprehensive policies and procedures, effective operations management, health and safety training, fire protection, emergency preparedness, performance metrics monitoring, program certification, and improvement targets. We are committed to operating in compliance with all applicable legal requirements and health and safety guidelines wherever we do business.

2.0 Application

The Stoneridge Global Workplace Health and Safety Policy (“Policy”) provides guidance and minimum requirements for every Stoneridge site. Local Stoneridge policies, procedures, and practices may be stricter; however, they must still align and comply with this global Policy. All Stoneridge directors, officers, employees, interns, consultants, and contractors must fully understand and comply with this policy. In addition, Stoneridge incorporates an expectation into our Supplier Code of Conduct that our suppliers will take measures to align with the expectations outlined in this Policy and cascade them through their own supply chains.

3.0 Objectives

Below are Stoneridge’s minimum global workplace health and safety commitments, requirements, and responsibilities:

- a. Safe and Healthy Working Conditions
 - i. Stoneridge is committed to providing a safe and healthy work environment for our employees, including conducting operations in full compliance with all applicable health and safety laws and regulations, as well as our internal health and safety policies.
 - ii. Our workplace health and safety commitments include a strong focus on programs and actions designed to reduce health and safety risks such as workplace injury, violence or threats of violence, infectious disease, or other conditions detrimental to employee health and safety.

- iii. All Stoneridge sites are required to:
 - 1. Provide a workplace safety overview to new employees, onsite external contractors, and visitors.
 - 2. Provide task-specific workplace safety training to employees.
 - 3. Follow the [Design-In Environmental, Health and Safety Specification](#) for additional environmental, health, and safety (“EHS”) process and machinery requirements.
 - 4. Conduct safety risk assessments during the:
 - a. Development or modification of equipment
 - b. Development or modification of working conditions
 - 5. Provide means to properly handle hazardous chemicals and/or biological substances to protect employees from associated workplace injuries and illnesses.
 - 6. Distribute personal protective equipment (PPE) as needed to provide sufficient protection against workplace hazards.
 - iv. Stoneridge regularly collects and assesses workplace safety performance metrics. This information will be used to set workplace safety goals as well as to provide an understanding of the effectiveness of our workplace safety programs and practices. Our current workplace safety key performance indicators (KPIs) are:
 - 1. Recordable Incident Rate
 - 2. Lost Workday Incident Rate
 - v. We also track:
 - 1. Near misses
 - 2. First aid incidents
 - 3. Safety observations (such as unsafe behaviors and unsafe conditions)
- b. Responsibilities
- i. Senior Executives have a responsibility to set the tone and drive a culture focused on health and safety. They are expected to comply with all applicable health and safety laws and regulations, prioritize safety, and provide adequate funding and human resources for health and safety programs.
 - ii. Site Leaders will ensure that all health and safety policies are applied and enforced in all relevant areas and monitor all workplace health and safety performance indicators. They will also support and promote projects that improve our health and safety performance metrics. Site leaders will provide all managers and employees with proper and well-maintained tools and equipment, and any necessary PPE.
 - iii. EHS leaders will:
 - 1. Develop our workplace health and safety procedures and processes.
 - 2. Administer our workplace health and safety program.

- 3. Maintain current knowledge of health and safety codes of practice and standards.
 - 4. Provide advice and guidance to managers and employees on any legal requirements related to workplace health and safety.
- iv. Employees are expected to participate in training and comply with all health and safety policies, practices, and procedures. They are also expected to report any workplace safety incidents, near misses, injuries, or illnesses.

4.0 Interpretation

Any person with questions regarding the interpretation, scope, and application of this policy should contact Stoneridge EHS or the Compliance Department.

5.0 Additional Information

This Policy is accessible on the [Stoneridge website](#), Stoneridge EHS and Sustainability intranet sites, Human Resources, and the Compliance Department.

Report violations of this Stoneridge Policy or any law or regulation. You can report violations or suspected violations by contacting the Human Resources leader at your location, by contacting the Stoneridge Compliance Department at compliance@stoneridge.com, or through our Stoneridge Integrity Helpline by visiting www.stoneridgeintegrityhelpline.com. You may be able to make Helpline reports anonymously, where permitted by local law.

REVISION HISTORY

Rev.	Date	Description
	4/1/24	Initial release