

## **Health and Safety Management at Howmet Aerospace**

Howmet Aerospace's Environment, Health and Safety (EHS) Policy is to operate worldwide in a safe, responsible manner which respects the environment and the health of our employees, our customers and the communities where we operate. We will not compromise environmental, health or safety values for profit or production. To support this our EHS Policy includes several key principles which apply to all businesses.

This document is intended as a statement providing additional guidance on how we focus on our priority health and safety aspects for Howmet Aerospace to conform to the EHS Policy.

### **Outline of Howmet Aerospace's Approach**

Howmet Aerospace's approach to health and safety management is multi-faceted and is focused on the following aspects:

- Implementation of Health and safety controls and EHS performance are a line management responsibility at Howmet Aerospace, applied by senior management through their clearly defined accountability, and applied by segment, regional, and operating location leadership.
- Howmet Aerospace's health and safety hazard control backbone is our detailed program of standards for systems, controls, practices, verifications, and regular assessments that guide the minimum expectations of risk management, which every operating location is expected to apply.
- Operational staff and other key individuals at the locations are given Single Point of Accountability for implementation of mandated health and safety programs with the support of corporate and business unit EHS personnel to ensure these systems are implemented to meet minimum Howmet Aerospace and government requirements.
- These processes are supported by a series of EHS management system standards and processes that are also mandated at every location. They are consistent with or certified to the current ISO 45001 and ISO 14001 standards.

Howmet Aerospace's health and safety management systems approach is described in more detail in the following sections.

### **1. Leadership and Responsibility**

At Howmet Aerospace, environment, health and safety is a line responsibility. Senior Howmet Aerospace management have overall responsibility for EHS systems and performance across the company and at each location, and for ensuring sufficient resources are in place to achieve the objectives. Line managers at all levels of the organization are expected to lead compliance with the Howmet Aerospace and external requirements on a day to day basis by supporting the required resources, ensuring continuous improvement and leading by example. Howmet Aerospace's systems and success depends on clear, visible and unambiguous direction from its leaders.

EHS professionals are responsible for providing expert support and guidance for the efficient and effective implementation of the programs.

### **2. EHS Standards and Procedures and Critical Hazard Control Processes**

To achieve the aim of zero work related illnesses and injuries, all facilities wherever they are located in the world must comply with our detailed internal health and safety standards, plus applicable health and safety laws which continue to develop. Should there be a gap between local laws and Howmet Aerospace EHS Standards, such that Howmet Aerospace EHS Standards

are more stringent than local laws, Howmet Aerospace requires compliance with its more stringent EHS Standards, but also ensures compliance with the local laws. Howmet Aerospace's policies, standards and procedures apply at all stages of Howmet Aerospace's activities. This includes acquisitions, planning, capital developments, operations, divestiture, and decommissioning. Health and safety hazards are taken into consideration at the earliest stages of all significant process changes to ensure any risks are fully understood and required controls are applied.

Our operations' key health and safety related hazards include: energy isolation (lock, tag, verify); fall prevention; mobile equipment; confined spaces; electrical safety; combustion safety (gas furnaces, ovens, boilers); combustible dust safety; machine guarding; cranes and hoists; contractor safety; emergency preparedness and response; and occupational exposures to chemicals, noise and other exposure risks. Industry-specific hazard control programs such as potential for unexpected ejection of parts from industrial presses are also managed.

Reducing higher risks including Fatality and Serious Injury (FSI) will remain a key and critical focus for Howmet Aerospace at all operations. The Howmet Aerospace Fatality and Serious Injury Prevention (FSI) program has the objective of zero fatalities and serious injuries. Each location has a process for managing potential FSI risks through identification, prioritization and implementing layers of protection. The FSI teams led by each Location Manager maintain a process to ensure they understand the location's risk profile and status of action plans to minimize the risks.

Industry research shows us that we must provide special focus on five critical EHS control objectives which have been shown to relate to higher risks in causing fatalities and serious injuries. These include: energy isolation; fall prevention; mobile equipment; confined spaces; and contractor safety. Howmet Aerospace businesses and locations are required to drive additional focus in ensuring strong controls in, and compliance with, the five Critical Safety Protocols as well as identifying an additional selected Protocol which reflects each segment's unique risks. Additional focus and resources are provided by the location and supported by the segment leadership on ensuring the required control and assessment systems are in place and effective.

Howmet Aerospace uses the Human Performance (HP) methodology extensively in our day to day work, a process which helps us to recognize the potential for error and to take action to prevent the errors before they occur. HP allows operations to identify and remove error-prone situations before they can have an effect on quality, safety, reliability, and productivity. Howmet Aerospace's operating locations apply HP tools to daily work including task planning, identifying the higher-risk task of the day, and conducting pre-task reviews to identify and control identified risks. We use the set of proven HP tools to perform work in all roles and functions, and actively seek to apply the HP concepts throughout all aspects of the work. HP is complementary to Howmet Aerospace's existing health and safety managements system and provides a more predictive process.

If incidents occur whether they result in injury or not, information including the occurrence details, sequence of events, root-cause investigation outcomes, and corrective actions are recorded and managed in the global incident database. Learnings from significant incidents are provided to other operating locations so similar investigations can occur to minimize risk of a similar outcome. Hierarchy of control is key in applied corrective actions where hazards are eliminated in preference to personal protective equipment or administrative controls.

### **3. Implementing the Programs – The SPAs**

As Health and Safety program implementation is a line responsibility, Howmet Aerospace requires that employees outside of the EHS professional staff share in assurance of health and safety compliance. Operational staff and other key individuals are given a Single Point of

Accountability (SPA) role for the implementation of EHS policies, standards, procedures and self-assessment tools at each location. In this way, individuals who lead the performance of the work also take a leadership role in ensuring the health and safety programs are effective. EHS personnel at the location or in the broader business provide the expert guidance and support to each SPA for their success, and the location leadership sponsors and fosters this process.

#### **4. The EHS Management System**

With Howmet Aerospace's mature health and safety culture led by line management, it requires that all employees and contractors take responsibility for their actions and their own health and safety as well as that of their fellow workers. This inclusive approach is backed up by the detailed series of policies, rules, standards and procedures that set out the expectations for working safely. These controls are bolstered by health and safety management systems that are consistent with or certified to the current ISO 45001 standard.

Howmet Aerospace continues to assess health and safety risks through performance analysis and reviews of global standards and changes to requirements. Based on these trends, global strategies and goals for performance, system application and improvements are developed and applied across the business. Howmet Aerospace embeds annual health and safety goals and objectives into the operating plan to compare performance against the ultimate goal of zero work related illnesses and injuries. Improvement plans are also based on local and segment performance and local and segment risk assessments. Performance against the strategies are reported and tracked as a standard performance measure.

As Howmet Aerospace's health and safety system and performance standards apply to each location, a system of self-assessment and audit requirements ensures that each location regularly checks that they meet these expectations. This includes requirements for continuous improvement of both controls and performance, and that all Howmet Aerospace employees understand, promote and assist in the implementation of these requirements. To supplement the program of self-assessment audits, Howmet Aerospace has a process of internal EHS audits at each operating location to assess compliance with standards and legal requirements and identify EHS risks.

Each Howmet Aerospace employee has access to Occupational Health Services which are typically provided by either inhouse Occupational Medical professionals or by 3<sup>rd</sup> party service providers. Occupational Health services are based upon regulations and Howmet Aerospace specific standards and include elements of Medical Surveillance associated with a work related exposure, Fit for Duty and Return to Work assessments. Pre-placement medical evaluations are done after hiring but before placement into the job. Medical and occupational health records are confidential and are in the custody and control of healthcare professionals with clear rules in place for records control.

Howmet Aerospace ensures that contractors also meet all Howmet Aerospace health and safety standard requirements when they conduct work at our locations. We exert influence through our commercial contracts with our suppliers and contractors to require consistency and adherence with the Howmet Aerospace standards and requirements and with global sustainability expectations. This is achieved through contractor controls and on-site work assessments, and through tools including the Global Supplier Sustainability Program assessments.

A program of continuous staff training is a fundamental requirement at each location to maintain safe workplaces and achieve compliance. The training program is stipulated by minimum requirements stated in various Howmet Aerospace standards for each key hazard and by local legal requirements.

Each location is required to develop, implement and test emergency response procedures which are tailored to assess emergency risks at their location. These Emergency Response Plans are required to include procedures for response to all identified credible emergency scenarios and are tested through appropriate emergency drills at regular intervals and improvements to the Emergency Response Plan are made based on these drills.

Documented information including procedures and records are required to be maintained to ensure transparency and traceability, utilizing processes consistent with or certified by various quality control standards including ISO 9001, ISO 14001, ISO 45001 and others applicable to our industry. Health and safety performance is monitored, analyzed and reported by each location and segment to all relevant stakeholders, both internal and external.

Through these processes, Howmet Aerospace is applying the Policy to operate worldwide in a safe, responsible manner which respects the environment and the health of our employees, our customers and the communities where we operate. We continue to strive for our ultimate goal of zero work related illnesses and injuries.