



DOWA THT AMERICA, INC.
2130 S. Woodland Circle, Bowling Green OH, 43402

DOWA THT AMERICA, INC.'s Commitment to Safety and the Environment

DOWA THT AMERICA INC. is committed to an operating philosophy based on concern for team members, customers and the communities in which it operates and serves. The Quality Manager has the responsibility and authority for ensuring that the Quality Management System conforms to all customer requirements and ISO 9001, and for reporting on the performance to executive management. The Environmental Health & Safety Manager has the responsibility and authority for ensuring that the Occupational Health & Safety Management System and the Environmental Management System conforms to all appropriate safety and security laws and regulations, and for reporting on the performance to executive management.

The scope of this policy covers all defined activities, products and services that are within the control of, or can be influenced by, DOWA THT AMERICA INC. including the facilities and grounds. DOWA THT AMERICA INC. strives to be a leader in the heat-treating industry through continuous improvement of processes, technologies and resources.

In this process DOWA THT AMERICA INC. shall conduct its business in a manner to comply with and possibly exceed all applicable legal regulations and other requirements as outlined in ISO Standards and federal, state, and local law.

To this end, excepting instances documented in writing, the DOWA THT AMERICA INC. management team are committed to complying with the requirements of:

- The Occupational Safety and Health Act (OSHA)
- The Environmental Protection Agency (EPA)
- The Department of Transportation (DOT)
- ISO 9001:2015
- Customer Requirements as outlined in Customer Supplier Quality Manuals and/or drawings
- All other applicable federal, state, and local safety and health regulations

DOWA THT AMERICA INC. is committed to our responsibility as a corporate citizen to manufacture heat treated products and provide services in a manner that provides for and maintains a healthy workplace. DOWA THT AMERICA INC. has fully satisfied all financial obligations and abated the workplace hazards that were alleged by OSHA in 2019. DOWA THT AMERICA INC. prioritizes and invests in continuous safety improvement strategies, and regularly conducts both internal and external safety audits to verify compliance. The company also actively involves its entire workforce in its safety programs through its development of a safety committee, encouraging proactive safety reporting, and conducting regular employee safety training. DOWA THT AMERICA INC. is also committed to protecting the environment,



DOWA THT AMERICA, INC.

2130 S. Woodland Circle, Bowling Green OH, 43402

including the prevention of pollution. DOWA THT AMERICA INC. is committed to fulfilling its compliance obligations and to promoting continual improvement of its Quality, Environmental and Health & Safety Management Systems and to enhance their performance.

DOWA THT AMERICA INC.'s objective is to be an industry leader in quality, environmental, health and safety compliance. This will be accomplished through training, communication & measuring the performance of identified management systems parameters thereby facilitating continual improvement. DOWA THT AMERICA INC. will systematically manage the quality and occupational risk and environmental impact(s) identified and reported. To that end, everyone at DOWA THT AMERICA INC. must recognize the importance of maintaining a safe work environment and all employees are encouraged to promptly report suspected safety hazards to the Environmental Health and Safety Manager.

The following principles are fundamental to achieving these objectives:

1. Providing and maintaining a healthy workplace
2. Providing and maintaining safe equipment with appropriate safety training
3. Facilitating arrangements for team member safety while working
4. Minimize damage to the environment and complying with legal and other requirements as outlined in the ISO Standard
5. Conducting operations to ensure efficient use of resources
6. Focus on enhancing customer satisfaction by ensuring the proper integration of the QMS in applicable business processes
7. Communicating the importance of effective quality management and of conforming to the quality management system requirements by promoting the use of process approach and risk based thinking
8. Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility to:
 - i. Improve the efficient use of natural resources, including energy;
 - ii. Minimize waste streams and emissions;
 - iii. Implement effective recycling programs in its manufacturing operations, through the use of locally set continuous improvement targets;
 - iv. To regularly evaluate and monitor past present, and future business activities impacting upon quality, environmental, health, safety matters
 - v. To utilize innovative design and engineering to reduce the quality, environmental and safety impact of its products while in operation through its end of life
 - vi. To ensure adequate reports on health, safety and environmental matters are presented to DOWA THT AMERICA INC. Leadership, at a minimum, on an annual basis.

DOWA THT AMERICA INC. will ensure contractors, sub-contractors and visitors provide a safe and healthful workplace for their team members that will preserve and protect the environment while working within our facility.



DOWA THT AMERICA, INC.

2130 S. Woodland Circle, Bowling Green OH, 43402

DOWA THT AMERICA INC. has developed and implemented specific quality, health, safety, industrial hygiene, emergency preparedness and environmental policies and action plans for its operations.

This policy and the foregoing objectives and principles shall be communicated to all persons working for or on behalf of the organization. All persons working for or on behalf of DOWA THT AMERICA INC. shall be required to incorporate and abide by the spirit of such objectives and principles in carrying out their responsibilities.

DOWA THT AMERICA INC. is committed to providing the necessary support to ensure that the foregoing objectives and principles are fully achieved.