

Wayne Trail's Environmental, Health & Safety Policy

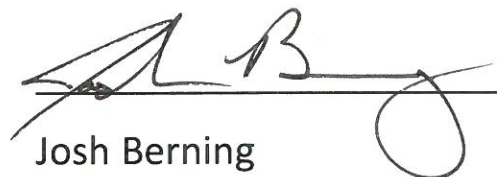
Wayne Trail is committed to minimizing risks to human health and the environment in and around the workplace. We are dedicated to maintaining the health and safety of our employees, customers and neighbors, as well as preserving the integrity of our environment. This commitment is led by management and is the individual and collective responsibility of all Wayne Trail employees.

We will achieve these goals through our EHS system and we will strive for continual improvement by:

- Adhering to Lincoln Electric's Code of Corporate Conduct and Ethics.
- Complying with or exceeding all applicable regulatory requirements applicable for persons, environment, activities and products.
- Setting objectives and monitoring progress to improve the health and safety of our employees, customers, suppliers and third parties wherever they work by preventing accidents and incidents and reducing adverse environmental impacts through the Wayne Trail EHS system.
- Raising EHS awareness of all employees while stressing personal accountability and rewarding impactful behavior throughout the Wayne Trail organization.
- Supporting education and training to institutionalize our systems and standards throughout the company and ensure that the appropriate behaviors and competencies are in place to promote sustainability.
- Conserving natural resources through pollution prevention, energy conservation and waste minimization.



John Campbell
General Manager, Wayne Trail



Josh Berning
Environmental, Health & Safety Manager

November 2018