	CORPORATE POLICY	NO: ADM-1-715
		REV: 01
TITLE:	SAFETY POLICY	DATE: 06/10/21
		PAGE: 1 OF 3 PAGES
ORIGINATED BY: Director, Global EHS	APPROVED BY: Vice President Facilities, Safety, & Environmental	

1.0 PURPOSE

AAM is committed to providing a safe and healthy workplace for all associates through structured processes that are personal, positive, and proactive.

2.0 SCOPE

This policy applies to all global AAM facilities, subsidiaries, suppliers, and contractors.

3.0 REFERENCES

3.1 N/A


4.0 RESPONSIBILITIES

- 4.1 Business Unit Presidents, Plant Managers, and Safety Leaders are responsible for the implementation of safety programs that adhere to the Safety Policy.
- 4.2 All associates have a role and are required to openly communicate and actively help other associates work safely to ensure the success of AAM's safety programs.

5.0 GENERAL

5.1 DEFINITIONS

S⁴ – AAM's comprehensive Environmental, Health & Safety program that uses leading indicators to drive continuous improvement and measure the EHS performance of a facility.

	CORPORATE POLICY	NO: ADM-1-715
		REV: 01
TITLE:	SAFETY POLICY	DATE: 06/10/21
		PAGE: 2 OF 3 PAGES
ORIGINATED BY: Director, Global EHS	APPROVED BY: Vice President Facilities, Safety, & Environmental	

6.0 POLICY

AAM is committed to providing safe and healthy working conditions for all associates to prevent work related injury and ill health through AAM's structured S4 program which is personal, positive, and proactive.


AAM will establish, implement and maintain a Health and Safety Management System that enables us to manage risks presented by our activities and in our facilities, and the way in which they are used. Integral to this management system is AAM's S4 program which is designed around our EHS Guiding Principles.

We will utilize the S4 program's Elements to provide a structured, data driven approach towards continuous improvement and to drive the key themes of being Personal, Positive, and Proactive.

The key points of our commitment include:

- A process to identify hazards and risks, with a process to report them and identify appropriate preventative and protective control measures.
- The correct instruction, information, training and supervision to enable associates to do their job safely and effectively.
- Effective communication between all levels within the business.
- Driving behavioral changes to create a safe place to work and a culture of trust which controls unsafe acts with all associates participating.
- A formal process and management system to enable the company to achieve compliance and meet all its legal obligations with internal policies & procedures. These will cover topics such as Personal Protective Equipment (PPE), Machine Safety, Emergency Preparedness, Incident & Accident Management, Workplace Ergonomics, Handling of Chemicals and Fire Protection, as well as complying with local laws & regulations.
- A framework for setting annual objectives and targets against which our performance is monitored, measured and reported.
- Reporting and investigating injury and property incidents, near miss events and analyzing trends, with the objective of reducing accidents.
- Ensuring that the necessary resources are available, including appropriate expert advice.

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	CORPORATE POLICY	NO: ADM-1-715
		REV: 01
TITLE:	SAFETY POLICY	DATE: 06/10/21
		PAGE: 3 OF 3 PAGES
ORIGINATED BY: Director, Global EHS	APPROVED BY: Vice President Facilities, Safety, & Environmental	

- Regularly reviewing our performance, by conducting inspections and audits involving all levels of associates.
- Having an effective wellbeing program, which includes Mental Health Awareness.
- Ensure consultation and participation of associates, and/or representatives (where applicable).
- Having an expectation that associates, visitors, contractors and others who work in AAM facilities share this commitment by complying with our policies and procedures and understanding that they too have legal and moral obligations to themselves and to others.

7.0 ACCOUNTABILITY

- 7.1 Business Unit Presidents, Plant Managers, and Safety Leaders are responsible for the implementation of safety programs that adhere to the Safety Policy.

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