



Health and Safety Policy

Coilcraft is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health. Protecting the health and safety of our employees, contractors, visitors, and the communities in which we operate is an essential part of our values, business strategy, and responsibility as a global organization. To fulfill this commitment, Coilcraft shall:

Provide Safe and Healthy Workplaces

- Maintain workplaces free from recognized hazards through effective engineering controls, administrative controls, safe systems of work, and ongoing employee training.
- Ensure machinery, tools, and equipment are properly guarded, maintained, and used safely.

Identify and Control Risks

- Establish and maintain a proactive risk-assessment process to eliminate hazards and reduce occupational health and safety risks.
- Integrate risk evaluation into daily operations, new process introduction, facility changes, and procurement activities.

Emergency Preparedness and Response

- Identify potential emergency scenarios relevant to each facility's geography and operations.
- Implement, communicate, and routinely test emergency preparedness plans to ensure effective response capabilities.
- Maintain suitable fire protection measures to prevent fire-related hazards and support overall emergency preparedness.

Prevent Injury and Illness

- Promote health, wellness, and early reporting of unsafe conditions.
- Conduct incident investigations to identify root causes and implement corrective and preventive actions.
- Provide and require appropriate personal protective equipment to help prevent workplace injuries and illnesses.

Industrial Hygiene and Occupational Health

- Monitor, control, and minimize exposure to chemicals, noise, and other physical or environmental hazards.
- Provide medical surveillance where required by law, regulation, or risk.

Ergonomics and Physically Demanding Tasks

- Identify and reduce ergonomic risk factors.
- Train employees on proper material handling, workstation setup, and best practice posture guidelines.

Sanitation and Employee Welfare

- Maintain sanitary, well-ventilated, and safe workplace conditions.
- Ensure employee welfare facilities meet or exceed applicable legal and regulatory requirements.

Legal and Other Requirements

- Comply with applicable occupational safety and health legislation, regulations, customer requirements, and other industry obligations in all countries of operation.

Participation and Consultation

- Engage and consult workers at all levels on matters affecting health and safety.
- Encourage employees to report unsafe acts and conditions without fear of retaliation.

Continuous Improvement

- Set, review, and track measurable health and safety objectives.
- Continually improve health and safety performance through audits, corrective actions, management review, and best practice implementation.

All Coilcraft employees and contractors share responsibility for maintaining a safe workplace and are empowered to stop work if unsafe conditions are identified.

A handwritten signature in black ink, appearing to read "John Chuey".

John Chuey
Dir., Corporate Quality
September 3rd, 2026