



HEALTH AND SAFETY AT FERRO

2020





Concern for our employees' health and safety is a Ferro Core Value.

Each Ferro facility is required to develop and implement a health and safety protection program that is aligned with our Health and Safety Policy and Ferro Safety Standards. As required by our policy, employees are provided with training and instructions on safe practices and procedures at work. We want each employee to have working knowledge of the environmental, health, and safety laws, regulations and Company policies that apply to his or her area of responsibility and to know what Company resources are available to assist in maintaining compliance.



Health and Safety Policy

Ferro's commitment to health and safety remains core to our culture. Our Health and Safety Compliance Management Policy (MPG) provides the expectations and guidelines that all Ferro operations worldwide must follow. It is Ferro Corporation's policy to comply with health and safety laws and regulations applicable to its businesses around the world and to manage its businesses in a healthy and safe manner. Where our Policy, procedures, and external commitments are more stringent than local laws, we operate in accordance with our standards.

(For more information reference MPG 9.1.0)

Supplier Expectations

Our suppliers and vendors are expected to provide their employees with a safe and healthy work place in compliance with all applicable laws and regulations, as provided in Ferro's Health & Safety Compliance Policy (MPG 9.1.0). This includes ensuring employees are educated about and trained on workplace hazards; protecting all workers from overexposure to chemical, biological or physical hazards; identifying and assessing emergency situations in the workplace; and implementing emergency plans and response procedures.

(For more information reference Ferro Supplier Code of Conduct)

Ferro's Health and Safety Management System

In 2008, the Ferro Corporate EHS organization developed the Ferro Safety Standards as our standardized global Health and Safety Management System. The FSS Management System consists of 265 requirements that require our facilities to develop proactive programs to ensure our operations are conducted in a healthy and safe manner. The requirements include implementing processes and procedures surrounding lockout/tagout, emergency preparedness and response, hazard communication, personal protective equipment, bloodborne pathogens, and many more additional criteria.

In addition to complying with our Ferro Safety Standards, many of our facilities have also chosen to obtain OHSAS 18001 or ISO 45001 certification to satisfy their business needs and objectives. These are international standards for occupational health and safety management systems. Fifteen percent of our Ferro manufacturing facilities are currently OHSAS 18001 certified and another 22% of our facilities are currently ISO 45001 certified.

Occupational, Health, and Safety Performance

We seek to continuously improve our occupational health and safety performance. All health and safety incidents are reported to management in accordance with the Ferro Incident and Emergency Notification Procedures. Incidents are investigated and also communicated via Safety Alerts, which furthers the health and safety training and awareness of our employees.

Health and safety incidents are tracked globally within an EHS enterprise management system. These metrics are extracted to create corporate reports on a monthly and quarterly basis. Some of these metrics are reflected below.

	2015	2016	2017	2018	2019
DART Rate	0.76	0.78	1.11	0.89	0.79
Fatality Rate	0.00	0.00	0.00	0.00	0.00
Safety Compliance Training Completion	95%	88%	73%	69%	85%

We believe tracking performance through leading indicators of safety is critical to the continuous improvement and success of Ferro's EHS programs. Leading indicators allow us to proactively identify and address hazards in the workplace. By preventing incidents before they occur, we are able reduce our overall risk and ultimately create a safer work environment for all Ferro employees. We have been actively encouraging our employees to report more incidents that are leading indicators as the numbers below reflect.

	2015	2016	2017	2018	2019
First Aid Cases	79	108	126	212	209
Near Miss Cases	229	173	354	817	930
Near Miss Frequency Rate*	24.03	16.39	28.52	66.05	74.57

**The Near Miss Frequency Rate is the number of near miss cases per every one million hours worked.*





Where innovation
delivers performance

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