

5.2 OHS & Environmental Policy

Wieland Occupational Health, Safety and Environmental Policy

Wieland, Wheeling, is dedicated to fulfilling its mission in a sustainable manner. Wieland is committed to providing safe and healthy working conditions for the prevention of work-related injuries and ill health. This belief is reflected in a commitment by the company to protect the natural and workplace environment as well as prevent pollution. This commitment is intended to benefit the company's employees and shareholders, as well as the community in which the company operates and will allow it to meet interested parties' expectations.

For this purpose, the company shall conduct its operations in compliance with applicable local, state, and federal legal requirements, and other requirements in keeping with good community citizenship.

Management is committed to eliminating hazards and reducing OH&S risks and to the consultation and participation of its workers. Management supports the protection of the environment and sees the environmental performance as important to each step of the product lifecycle and a continuous improvement process, which is the framework for setting, maintaining, reviewing and revising environmental objectives and targets.

Wieland will also work in partnership with customers and suppliers to reduce negative environmental impacts and promote positive environmental principles where possible and financially feasible.

The company realizes that the employees are the foundation to implement a successful integrated management system and encourages them to work according to the OHS&E procedures and to be alert to any risk and report them promptly to management (without fear of retaliation) so that appropriate remedial measures may be taken. For this purpose Wieland's employees are appropriately trained and contractor's employees working for Wieland are made aware of OHS&E issues regarding the Wieland OHS&E Management System. This policy is available to employees, customers and other interested parties since it is posted and electronically available.

Ivan Di Stefano (WTC)
Markus Schuler (WMC)
Executive Vice Presidents
April 2019

Revision: B	4/01/2019	Page 1 of 1	Title: EHS Manager
-------------	-----------	-------------	--------------------