



## **Safety Policy Statement**

The personal safety of each employee of Champlain Specialty Metals is and always will be of primary importance to our company. Safety is an overriding responsibility that demands attention from everyone.

### **SAFETY IS EVERY PERSON'S JOB**

It is the responsibility of all of us to create a safe working environment and insure safe performance in that environment.

### **THERE WILL BE NO JOB OR OBJECTIVE SO IMPORTANT THAT WE WILL RISK THE SAFETY & HEALTH OF ANY EMPLOYEE TO ACHIEVE IT**

Supervisors will support this policy and will be responsible for the safety of employees in their departments, assuring that established safety procedures are observed.

As a condition of employment, all employees will support this policy by working safely and abiding by the established safety rules.

A handwritten signature in black ink, appearing to read 'Bill Reichert', is positioned above the printed name.

**Bill Reichert**  
**President**  
**May 2018**



## Environmental Policy

Champlain Specialty Metals strives to ensure exceptional environmental performance in all its business operations through investment of company resources, employee training and embracing continual improvement. Our senior management considers all environmental issues relevant to its operations and identifies discrete objectives to manage those impacts, while addressing the environmental and sustainability concerns of our customers. These aims will be achieved by:

- Prevention of pollution through consideration and review of environmental impacts of our products and designs including resource use reduction, process changes, increased efficiency, recycling and reduction in the use of hazardous materials;
- Continual improvement of our business and operational processes which affect the environment; and
- Fulfillment of all company environmental compliance obligations through awareness and vigilance.

All employees have responsibility for policy implementation by participating and contributing to its success through their actions and suggestions.

A handwritten signature in black ink, appearing to read 'Bill Reichert', is positioned above the printed name.

Bill Reichert  
President  
May 2018