



## Global Workplace Safety Policy

### I. Purpose

General Motors commits to continuous improvement in Workplace Safety. Every employee of the company strives to identify risks that could lead to workplace injuries and occupational illnesses and endeavors to either eliminate or mitigate those risks. The goal is to minimize risks to people working at or visiting any GM Operating Unit. The Company is committed to working with contractors who share the same commitment to workplace safety.

We Live Values that Return People Home Safely. Every Person. Every Site. Every Day.

### II. GM Purpose and Values

The foundation of this policy is set in General Motors Company Purpose and Values; “Safety and quality are foundational commitments, never compromised.”

Safety is a Core Value – We believe that safety is a core value. A value-driven safety culture is one in which everyone is committed to achieving and sustaining a safe workplace because occupational injuries, illnesses and fatalities can be prevented and must be eliminated. We are committed to safety in everything that we do.

### III. Policy Owner and Policy Contact

The General Motors Chief Executive Officer or his/her designee is the owner of this Policy and is responsible for policy interpretations. The policy contact is the Vice President of Global Workplace Safety. The General Motors Global Safety Leadership Council (GSLC) provides Workplace Safety Policy governance and oversight.

### IV. Applicability

This Policy applies to everyone in our company, at every level, including subsidiaries that GM controls.

### V. Superseded Policy

This policy supersedes the Global Workplace Safety and Industrial Hygiene Policy (SIH-01) dated February 19, 2015.

## VI. Compliance

This Policy is mandatory.

## VII. Definitions

GM Operating Units – Manufacturing and Non-Manufacturing locations where GM designs and builds vehicles and components, and all other locations where GM conducts business to support its operations.

These locations include, but are not limited to, assembly, stamping, global propulsion systems, components, distribution centers, warehouses, training centers, technical and engineering centers, proving grounds, and office buildings.

GM Operating Units include wholly owned subsidiaries and any entities (including joint ventures) in which GM owns directly or indirectly greater than fifty percent (50%) of the equity, or over which GM exercises operational management control.

## VIII. Policy Requirements

GM Operating Units are responsible to understand and comply with Occupational Health and Safety laws and regulations, as well as conform to GM policies, standards, and performance criteria.

General Motors will ensure Workplace Safety System requirements are incorporated into new Joint Venture Agreements.

Where there is an existing Joint Venture General Motors will endeavor to implement Workplace Safety Systems requirements or the equivalent.

### **Each GM Operating Unit must:**

- Be committed to the GM Purpose and Values and to Live Values that Return People Home Safely. Every Person. Every Site. Every Day.
- Promote a culture of accountability through their Leadership, whereby all personnel are expected to understand their roles and responsibilities within the Workplace Safety System and contribute to Workplace Safety improvements.
- Use the Automated Notification System Process to communicate urgent information about business interruptions or workplace safety situations.
- Be bold and speak up! At GM we are committed to safety in everything we do. If you see a workplace safety concern you can safely fix, don't wait for someone else to take care of it, take action. Use the Employee Safety Concern Process to report workplace safety issues and concerns to leaders and, failing that process, utilize the Speak Up for Safety

Process to resolve workplace safety issues. GM does not tolerate retaliation in any form for reporting a problem or concern in good faith.

- Provide employees the right and expectation to stop their activity in case of unmitigated risks.
- Provide qualified resources and adequate budgets to manage Workplace Safety activities.
- Openly report and communicate accurate Workplace Safety data.
- Support our Health and Safety efforts beyond the workplace, including our homes and communities.

### **Program Evaluation**

Program Evaluations must be conducted in full conformance with the requirements outlined in company standards, country specific laws and regulations and the GM Operating Unit's Workplace Safety System. This Annual Program Evaluation must be capable of driving effective corrective and preventative action.

Policy #: <b>GWS-001</b>	Policy Name: <b>GM Global Workplace Safety Policy</b>	
Effective Date: <b>October 31, 2019</b>	Executive in Charge: <b>Vice President, Global Workplace Safety</b>	Policy Contact: <b>Vice President, Global Workplace Safety</b>