

AMPCO Group All Employees



To: All AMPCO Group employees, worldwide

Subject: AMPCO METAL ESG Policies

Date: May 24th, 2024

Validity: Unlimited (Yearly review)

Social Policy

Purpose

The purpose of AMPCO METAL Social Policy is to promote fair labour practices, ensure a safe and healthy workplace, support community development, and foster diversity and inclusion. This policy outlines our commitment to ethical employment, community engagement, and creating a respectful and inclusive work environment.

Objectives

- To uphold the highest standards of labour practices and respect for human rights.
- To provide a safe and healthy working environment.
- To engage with and support local communities.
- To promote diversity and inclusion within the workforce.
- To offer continuous training and development opportunities for employees.

Policy Statements

AMPCO METAL ensures fair wages, safe working conditions, and prohibits child and forced labour. Regular audits and assessments are conducted to guarantee compliance with labour standards. We are dedicated to maintaining a safe and healthy workplace through robust health and safety management systems, regular training, and safety drills. Our community engagement efforts focus on understanding local needs and investing in education, health, and infrastructure projects. We promote diversity and inclusion by implementing policies that prevent discrimination and promote equal opportunities. Continuous training and development programs support the advancement and skill development of our employees.

Procedure and Rules

- Conduct regular labour audits to ensure compliance with labour standards.
- Implement and maintain health and safety management systems.
- Engage with local communities to understand their needs and concerns.
- Develop and enforce diversity and inclusion policies.
- Provide training and development opportunities for all employees.

Key Performance Indicators (KPIs)

- Number of labour standards violations and corrective actions taken.
- Total recordable incident rate (TRIR) and lost time injury frequency rate (LTIFR).
- Investment in community development projects.
- Diversity metrics, including gender and minority representation in the workforce.
- Total hours of employee training provided.

Responsibilities

- The local Human Resources lead is responsible for implementing and monitoring the Social Policy with support from the ESG Employee Committee Team.
- Department heads are responsible for ensuring their teams adhere to the policy and KPIs.
- All employees are expected to follow the social rules and practices outlined in this policy.

Review

- This policy will be reviewed annually to ensure continued relevance and effectiveness.
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