CARLISLE

PATH TO ZERO

PREVENTING ACCIDENTS THROUGH HABITS

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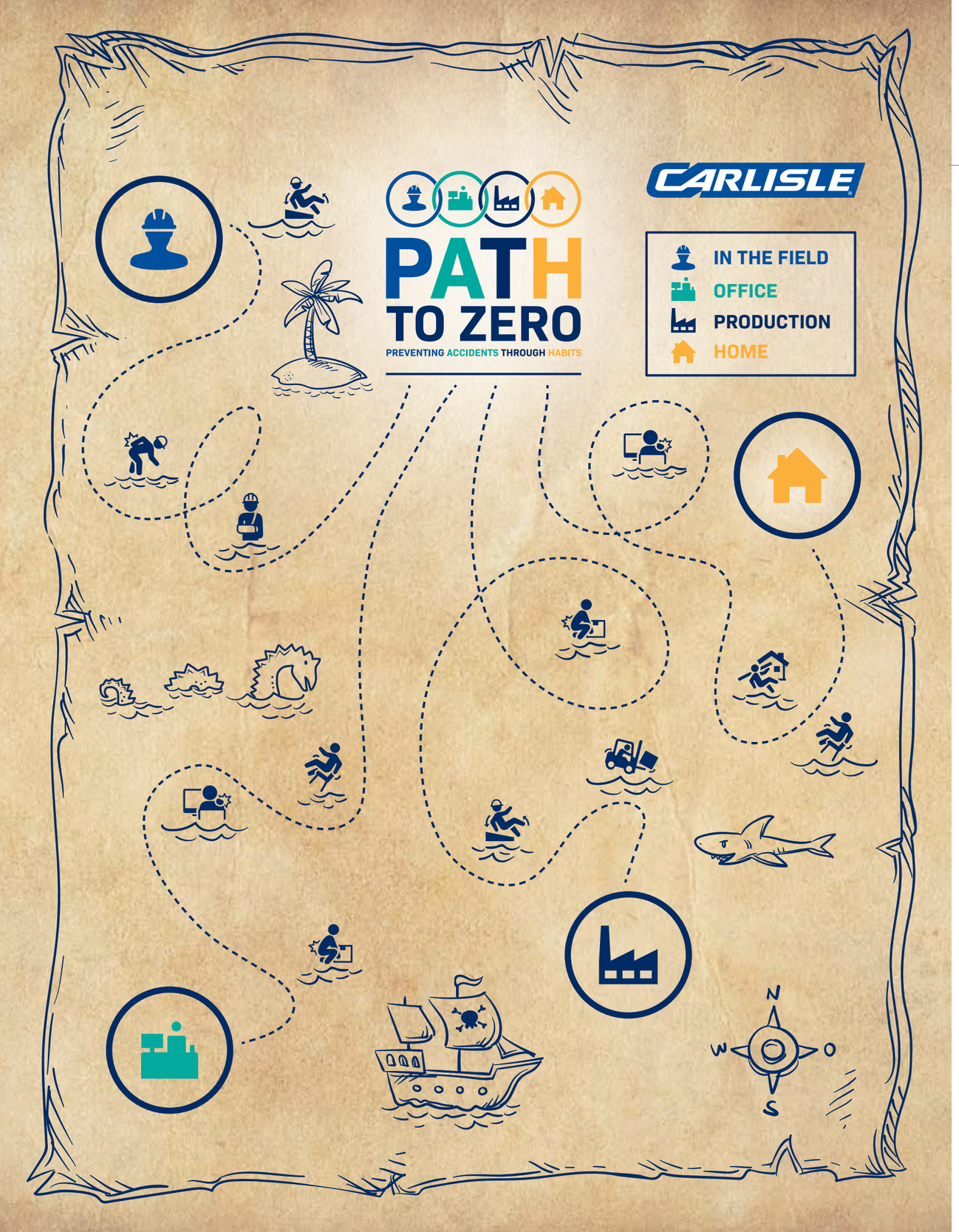
CARLISLE EMPLOYEE SAFETY HANDBOOK



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At Carlisle, we look out for our own safety by following all safety procedures. We also look out for the safety of our co-workers, regardless of the location or function in which we work. While some topics in this handbook center on operations, most apply to any work environment and many can help us outside of work. This handbook will help us, and those around us, stay safe.

WELCOME AND INTRODUCTION

For over a century at Carlisle we've been committed to providing a safe working environment for our employees – investing in the resources and taking the actions necessary to back up our commitment to safety.

Every single day I think about the safety of our team members. Early in my career as a factory manager I learned how vital it is to create environments where employees can count on returning home in the same condition they arrived. That's why I personally review reports on every safety incident that occurs at Carlisle, 365 days a year. If necessary, I will review the counter measures with a supervisor personally. This isn't just leadership oversight, it's a sign of our deep-rooted commitment to safety at every level.

But safety isn't just a management priority, it's a foundational part of our culture. In fact, *Start with Safety* is our first core value. *Start with Safety* means we hold each other accountable to drive our Path to Zero strategy by creating the safest possible work environment with the goal of zero accidents and zero injuries.

This also means that safety starts with you. Safety should be the first thing on your mind when you start your workday and remain so until you leave for the day. And if you're truly engaged in a culture of safety, then safety should be your top priority outside of the workplace as well. At Carlisle, every employee plays a role in maintaining a safe environment, and we are all accountable to create a safe workplace for ourselves and our coworkers.

As in every continuous improvement culture, we know there is always room for growth. That's why Carlisle launched Vision 2030 – our strategic plan that builds on the success of Vision 2025 - which continues to leverage the Carlisle Operating System (COS) for safety, operating efficiencies, and financial results.

Safety is the primary focus of the Carlisle Operating System (COS), and our performance under the Path to Zero initiative reflects that. Our strong employee engagement in safety enables us to regularly sustain year-over-year reductions in incident rates. Focusing on our building envelope businesses – CCM and CWT – we delivered an OSHA incident rate nearly three times better than the industry average in 2024.

This handbook and your safety orientation provide a foundation for understanding our safety practices and expectations, providing you with an overview of our safety programs and processes. Keep it as a reference and review it carefully.

You are expected to live and work by these guidelines and standards. Always follow your site-specific policies and ask your manager about any safety concerns or program details.

If you ever have a question about the content of this handbook or other safety item, it is your responsibility to ask. Never begin work if you're unsure about safety procedures or if you have a question relating to the safe conduct of that activity.

Please note that some tasks require authorization training – specialized training beyond the scope of this handbook. Orientation and review of this handbook does not sufficiently train or authorize anyone to perform duties that require more in-depth training.

We all share the responsibility for maintaining our strong safety record. Safety always comes first. If you see something unsafe, stop and report it, and let's continue supporting each other as we have for over 100 years. Thank you for being a valuable member of our team. We're glad you're here and we are excited to build an even safer future together.

D. Christian Koch
Chairman, President and Chief Executive Officer
Carlisle Companies Incorporated

CARLISLE LEADERSHIP COMMITMENT

Carlisle Companies Incorporated is serious about Path to Zero. Our Environmental, Health, and Safety ('EHS') Management System is modeled on international and Occupational Safety and Health Administration ('OSHA') standards and reflects our commitment and expectations.

Regardless of your position or the environment in which you work, safety is always first. Everyone has a role to play and that starts with leadership.

In support of this, Carlisle maintains a Leadership Commitment Policy to Environmental Health and Safety which states:

- Safety is everyone's responsibility. We look out for ourselves and each other, including contractors, suppliers, customers, and other visitors to our sites.
- We incorporate safety into all aspects of business operations, including but not limited to experimental design, facility construction, and equipment specifications.
- We engage with and encourage everyone to submit ideas for improvement or solve a problem, including ideas to proactively improve safety.
- We investigate all incidents, work to proactively reduce safety risk, and share lessons learned.
- We work to minimize air and water pollution and the generation of waste.
- Globally, we follow all laws and our written Carlisle EHS Management System policies, procedures, and training, even where local laws may be less strict.
- We measure and review our EHS performance and strive for continuous improvement.

The Leadership Commitment Policy to Environmental Health and Safety is to be posted in every Carlisle location and is otherwise available for review by any employee and relevant interested parties, including suppliers and customers.

CARLISLE OPERATING SYSTEM AND SAFETY

The Carlisle Operating System ('COS') is our business strategy to attain sustained exceptional results around safety, quality, delivery, and other business targets. COS strategy includes the engagement and development of people and is how we create greater value for our customers and shareholders. COS guides how we work, solve problems, and improve.

As a result, safety is embedded within our culture. That culture gives reference to the way we work, behave, and make decisions every day. Our culture of safety is centered on safe practices. It is leadership and employee driven, with a positive orientation that includes recognition.

Site Leaders are expected to perform a weekly safety 'go and see' (also known as 'gemba'; the place where work is done and applies to production and office environments). Time is specifically set aside for the purpose of observing safety behaviors, conditions, and practices throughout the facility. Site Leaders engage directly with people performing work within these areas to understand and ideate how to improve safety performance. Site Leaders are also expected to ensure completion of the Monthly EHS Conditions Self-Assessment for their facility. For the weekly gemba and monthly conditions assessment, observations and improvement opportunities are tracked to resolution.

While we problem-solve on near-miss and actual incidents, we focus on leading indicators to drive proactive improvement. As part of their Standard Work, leaders perform visual sweeps to ensure the intended condition is maintained and abnormalities are corrected. Safety performance and actions plans are monitored through Visual Management.

Through COS, Carlisle expects everyone to take ownership of their work areas and processes. COS promotes the notion of 'better every day' around the way we work and how we perform with safety, quality, delivery, and cost. COS means improvement is part of every job, every day.

At Carlisle, we are all responsible for safety. Behaving, working, and acting safely is NOT the responsibility of a safety 'department'. Safety belongs to everyone. We look out for ourselves and each other, and we see this as key to having and maintaining a safe and healthy work environment. Do not be afraid to speak up about safety with co-workers or any supervisor/manager. You are expected to stop and ask if you are unsure about what to do.

Every Carlisle location has a safety leader or primary point of contact. The site leadership team acts as the safety committee and meets regularly to review safety events, safety performance, consider and monitor safety improvement ideas, conduct safety inspections, coordinate with their business operations and safety leaders, and monitor changes in processes or procedures that could have safety implications.

EXAMPLES OF UNSAFE CONDITIONS

COS includes '5S' (sort, set, shine, standardize, and sustain), which connects directly to safety. Members of every work team implement 5S for their own area. You'll learn more about 5S soon, but here are some quick facts:

- 5S defines the standard or 'intended condition' for the work area; that is, what the area should look like and how it is expected to function. Having a designated 'keep clear' standard around this fire extinguisher would help ensure proper access but also helps us see there is a problem if that area is blocked. The photo on the top left has no such standard.
- Having only the items needed to conduct the work of the day keeps the work area organized and ensures aisles remain clear and access to fire extinguishers and exits is unrestricted.
- 5S establishes the cleaning routine that is necessary, based on the type of work, to maintain safe working conditions.
- 5S sets standards that include occasional self-checks by the team and others to ensure the cleaning routine and other aspects of 5S are being followed. If those standards are not being followed, we want to problem solve on 'why'. Perhaps the work team is experiencing an issue for which they need additional assistance. Standards don't exist for these areas in the photos on the middle and bottom right, either.

There are many other intersections of COS and safety. You will learn about those as your site or function matures through the Carlisle Operating System.

ACCIDENT REPORTING

The attentive forklift operator overcame the unsafe behaviors of a colleague (not paying attention to immediate surroundings, not making direct eye contact with the operator before proceeding, and not wearing proper eye protection) and prevented a potentially serious incident.

Everyone is required to report any observed unsafe condition and near-miss, injury, and property damage events to Carlisle (and your primary employer, if applicable) so they can be investigated.

Reporting these situations is important because a problem cannot be solved unless it is known to exist. Investigations focus on understanding what happened so proper corrective and preventive actions can be taken to avoid the same or similar situation in the future. Safety incident investigations are not about placing blame on a person.

The goal of Path to Zero is zero accidents and zero injuries. This happens by understanding the different categories of events and proper reporting to help affect improvement and preventive actions.

Near-miss: No person was injured, nor any property damaged, but either or both could have easily happened. **A near-miss should be reported to your manager within the shift**. Example: A person was looking at their mobile phone while walking across the car park and nearly tripped over a curb.

THE CARLISLE SAFETY ABSOLUTES

First Aid: An injury outcome that is safely and effectively treated with basic first-aid. Example: A band-aid was needed to stop bleeding from a paper cut received from a cardboard box. **A first aid event should be reported to your manager at the first opportunity and prior to the end of the current shift**.

Recordable: Any work-related illness or injury resulting in treatment beyond first aid, whether that is immediately or after the fact. This includes situations in which hospitalization, a prescription, physical therapy or other similar treatment is required. Example: A cardboard paper cut became infected two days later and required a prescription to properly heal. Another example: A cut secured with a bandage that is later determined to require stitches to properly close. **A recordable injury or a prior event that becomes a recordable event is to be reported to your manager immediately. Site leadership has 24 hours to advise the Divisional President, Carlisle VP for COS, VP of HR, and CEO via a standard Accident/Incident Form**.

Severe Injury or Fatality ('SIF'): A fatality OR a life-threatening injury or illness that, if not immediately addressed, is likely to lead to the death of the affected individual and will usually require intervention of internal and/or external emergency response personnel to provide life-sustaining support, OR result in a life-altering injury/permanent disability. Example: An injury that results in permanent or long-term impairment or loss of an internal organ, body function, or body part. **An SIF event is to be reported to your manager immediately. Site leadership will immediately advise the Divisional President, Carlisle VP for COS, VP of HR, and CEO**.

SIF Near-Miss: A near-miss that could have resulted in a SIF is to be investigated as if the injury and/or property damage did happen and **must be reported to your leadership through the same process with the same timing as any recordable**. Example: A contractor stood on the top step of a ladder to reach into a suspended ceiling area, lost their balance, and dropped a heavy object. This example is a double SIF near-miss: standing on the top step of the ladder and nearly falling plus dropping a heavy item.

The target is zero SIF and recordable events and the prevention of first aid injuries. Safety should be first in our thoughts as we arrive for work and throughout the day. Reporting these events is important because the data enable understanding and improvement actions to prevent recurrence. Not reporting safety events does not support the Path to Zero program.

CARLISLE SAFETY ABSOLUTES:

1. Always place your personal safety and the safety of your team members over production
2. STOP and perform a risk assessment for all new and non-routine tasks
3. Report any injury immediately, regardless of severity
4. Understand and follow all site-specific emergency action plan elements
5. Know what chemicals you are working with, what the potential hazards are, how to protect yourself, and how to find that information
6. Follow ALL elements of Life Critical Safety Programs
7. Understand and follow all applicable personal protective equipment (PPE) and other safety requirements for your task

Following these absolutes will help ensure your safety and that of your co-workers. **PPE includes the use of seatbelts when traveling on behalf of Carlisle. As a reminder, always avoid distracted driving by not texting and minimizing calls. While driving, use of the mobile phone for calls and navigation must be hands-free.** *These absolutes apply to everyone and violation of any could result in termination of your employment with Carlisle.*

Our safety absolutes are only effective when reflected in our everyday actions. By continuously assessing risk and actively coaching safe behavior, we stay committed to our goal of zero injuries to our associates.

SAFETY BEHAVIORS

EXAMPLES OF UNSAFE WORK BEHAVIOR

Standing on the top step of a ladder.

Bypassing machine guard.

Failure to clean up work area.

STOP, THINK AND BE SITUATIONALLY AWARE

Unsafe conditions and behaviors determine risk in the workplace, but did you know that 85% of workplace injuries result from unsafe behaviors? That's why safety starts with you. It is critical to be aware of yourself, and ask yourself, where are my hands, where are my feet? Is there a hazard here that I should address?

It may seem surprising that behavior has such a significant impact on safety outcomes but there is no doubt good safety behaviors make a substantial difference. Sometimes, good safety behaviors can even overcome an unsafe condition. For example, we can stop when we see water on the floor (condition) and ask someone to warn others while we get a paper towel to dry the floor (behavior).

Behaviors include the choices we make. Standing on the top step of a ladder, texting while driving, bypassing a machine guard, or not wearing required Personal Protective Equipment all represent choices and so, bad behavior. Understanding this can help reduce your risk everywhere.

Two tools which Carlisle utilizes to help associates choose to make safe decisions are T3P personal risk assessments and behavior-based safety (BBS) safety observations.

T3P personal risk assessment helps associates work safely by encouraging them to STOP and evaluate potential hazards before starting a task by asking themselves do I have the correct: TOOLS, PPE, body POSITION, and PROCEDURE to control all the potential hazards of this task. This proactive approach increases awareness of their surroundings, identifies risks, and prompts the use of proper controls. By thinking through the steps and consequences, associates are more likely to make safer choices, prevent accidents, and take ownership of their own safety and that of their coworkers. Performing a T3P risk assessment is critical before performing any non-routine or new tasks.

Behavior-Based Safety (BBS) observations improve associate safety by identifying and addressing unsafe behaviors before they lead to incidents, while reinforcing safe practices through positive feedback. These observations create greater awareness, accountability, and engagement among workers, fostering a proactive safety culture. By using real-time behavioral data, organizations can make informed decisions, tailor training, and reduce risks. BBS also enhances communication and trust between associates and leadership, making safety a shared responsibility and contributing to a safer work environment overall.

STATES OF MIND

Being aware of our own personal state of mind as we prepare for work each day is a big step to ensuring our own safety and, potentially, that of our co-workers. These four 'critical states of mind' can relate directly to behavior. Self-awareness around these four states enables us to be proactive and better protect ourselves:

Rushing: Rushing can lead to not having eyes on task or taking shortcuts.

Frustration: Frustration means distraction. Not having mind on task might mean forgetting PPE or an important process step that can lead to risk, or not seeing an unsafe condition.

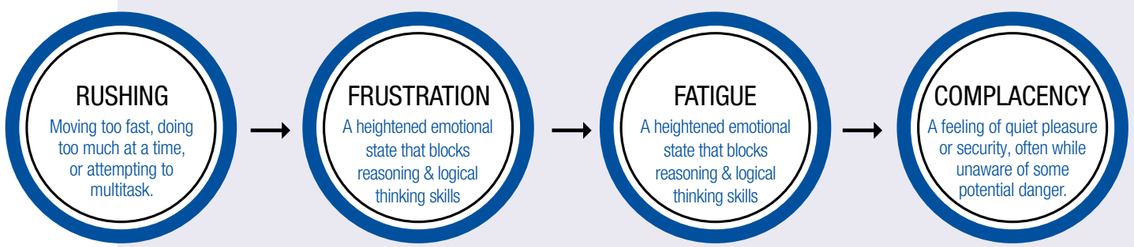
Fatigue: Like frustration, the mind may not be fully on task. This can lead to a lack of awareness that, for example, could lead to a person moving into the line of fire (or path of operation) of a machine or hand-held cutting tool.

Complacency: Complacency with the work and/or applicable work instructions and standards might mean not checking to ensure we have proper traction, balance, or grip to perform the work safely. Thinking "I've done this before, and nothing happened" is a sure sign of risk.

THESE CRITICAL STATES OF MIND RELATE DIRECTLY TO SAFETY BEHAVIOR. HERE'S WHAT TO DO:

Being self-aware around these four states of mind means we can take action through self-correction to prevent an error or painful outcome. Likewise, we can look for these states in others and step in to help. We can improve our habits by developing work area standards for the intended condition of a given area and the way certain tasks are done (part of 5S).

THE 4 STATES THAT LEAD TO CRITICAL ERRORS



CARLISLE LIFE-CRITICAL SAFETY PROGRAMS

FURTHER:

- Test footing or grip before committing your weight/balance when getting out of car, lifting, etc.
- Look carefully before placing your hands for work or rest to avoid pinch points, other risks.
- Move your eyes first before you move your body and/or mobile equipment.
- Get your eyes back on the road quickly if you've been distracted.
- Look for 'line of fire' potential before moving (blind corners, machinery/tooling travel, etc.).
- Look for things that could cause you to lose your balance, traction, or grip.
- Check before standing or raising your hands/arms (avoid hitting your head, hands, etc.).
- Use three-point contact when ascending or descending (ladders, mobile equipment, etc.).

These are all examples of Path to Zero precautions that can benefit ourselves, family, and friends outside of work.

CARLISLE HAS SAFETY PROGRAMS TERMED 'LIFE CRITICAL':

Electrical Safety

Machine Guarding

Lock-Tag-Try
('LTT'; also known as Lock-Out, Tag-Out or 'LOTO')

Fall Protection

Confined Space

Mobile Equipment

Cranes and Hoists

Hot Work

These programs require authorization training. That is, no one is permitted to perform these tasks without having taken the specific authorization training. Most involve successfully passing a subject-matter exam, and some call for recurring training. A few require a permit and/or specialized permission to perform the work beyond the authorization training.

The documentation set for each program features a formal procedure identifying these and other requirements, associated trainings, and tools for assessment and analysis.

An 'awareness level' description of each life-critical topic follows. While this information is in no way a substitute for any of the required authorization training, it can be helpful and applicable in work environments outside of the factory and even at home.

ELECTRICAL SAFETY

The Carlisle procedure for Electrical Safety covers safety around equipment and junction boxes where there might be risk to an untrained person. It establishes minimum requirements that must be met by all employees, site contractors, and field service workers who may be exposed to potential electrical hazards.

It is important to know improper use of electrical cords can cause shocks, burns, or start a fire. Electrical cords must be in good condition and have intact grounding prongs. Any cord that is damaged must be replaced and should not be repaired. Extension cords cannot be substituted for permanent wiring; extension cords or power strips should not be daisy-chained or piggy-backed. These cords are more vulnerable to damage than fixed wiring.

The photos on the top and middle right show a daisy-chained extension cord and surge protector found in a business office environment, and a worn/abraded electrical cord. These are not acceptable conditions. Extension cords and surge protectors should always have three prongs, with the third being a connection to electrical ground.

EXAMPLES OF IMPROPER USE OF ELECTRICAL EQUIPMENT

Daisy-chained surge protector and extension cord

Worn/abraded cord

Using an extension cord instead of permanent wiring

Arc Flash warning label

Arc Flash is a hazard we can easily protect ourselves from. Areas of risk are noted by warning labels that indicate 'Stay Clear' zones and remind all that only qualified workers trained in arc flash hazard should work on electrical equipment. We protect ourselves by being compliant with these labels and clear zones. An accidental slip of a tool or a loose part tumbling across live electrical parts can initiate an arcing fault in equipment or at an electrical panel. The result can be extremely high temperatures, a tremendous pressure blast and shrapnel moving outward in excess of 700 miles per hour. The pressure wave comes from the super-heating of air and resulting metal vapors, and can be accompanied by high-decibel sound, molten metal, copper vapor, and intense light. If a person is in proximity of an arcing fault, the flash can cause serious injury or death.

Remember: ONLY employees qualified through approved authorization training are permitted to work on or perform repairs to equipment which has live and energized parts.

MACHINE GUARDING

CARLISLE SAFETY ABSOLUTE: DO NOT attempt to defeat, bypass, remove, or otherwise tamper with a machine guard.

Machine guards are physical barriers used to prevent contact with moving parts or materials.

We know from our Carlisle Machine Guarding Training material that machine accidents are the top source of industrial accidents. Further, we know machine-related violations make up 40% of the top 10 violations cited by US Government Safety Inspectors over the past 10 years.

Important: Prior to performing maintenance work on any piece of equipment, every source of energy must be secured by an authorized trained employee (part of Lock-Tag-Try procedure) to prevent the unexpected energizing, startup, or release of energy.

The purpose of machine guarding is to protect the machine operator and other employees in the work area from hazards created by:

- *Inward running nip points.*
- *Rotating or moving parts.*
- *Flying chips and sparks.*

LOCK-TAG-TRY
('LTT'; ALSO KNOWN AS LOCK OUT / TAG OUT, OR 'LOTO')

Formal Lock-Tag-Try training is required for anyone who places ANY body part in ANY machine point of operation or path of movement that contains ANY energy sources that could cause injury. Hazardous energy includes electrical, hydraulic, pneumatic, stored, radiation, thermal energy, and gravity.

CARLISLE SAFETY ABSOLUTE

- *Only people who are properly trained in LTT, also known as Authorized Persons, should perform LTT on equipment.*
- *If you are not trained to LTT and you see a lock and tag on a piece of equipment, leave the equipment alone and do not touch the lock or tag, or attempt to operate the equipment.*
- *Only the person who put the lock and tag on the equipment is authorized to remove them. NEVER remove another person's lock for them.*

FALL PROTECTION (INCLUDES ELEVATED WORK AND ROOF ACCESS)

The Carlisle Fall Protection safety program includes working from elevated platforms and roof access of buildings on Carlisle property, and applies to all Carlisle employees and visitors, including contractors.

Every Carlisle employee performing work with these conditions must be trained via the program. If you need to perform similar work at a customer or visitor location, you must be trained on the Carlisle program but also follow the rules for Fall Protection and Roof Access held by that company and location.

Access to roofs should be controlled (example: lock and key). Prior to accessing a roof, any employee and/or contractor must notify and state the need to the EHS Leader, security, or site leadership. The name(s) of the employee(s), contractor(s), job task, time of access, and expected duration on the roof need to be noted. Once roof access is granted, the work is done, and everyone is off the roof, employees are to notify the correct point of contact that the work is complete and the access point is resecured.

AERIAL LIFTS:

Slips, trips, and falls are a significant source of injuries and can happen when working on an elevated platform or from an aerial lift. There is risk even on flat walking surfaces and more when we are using ladders and step-ladders. Ladders and step-ladders are covered in a separate section of this Handbook.

While operating any aerial lift, employees are required to wear a harness and/or lanyard and ensure it is secured to the anchor point provided by the equipment manufacturer.

Consider again the importance of behavior as it relates to any of these safety programs and situations we can encounter around work and at home.

Pay attention and honor protection barriers around the area where work is being done.

Standard protection against falls consists of an approved guard railing system on the roof or work platform that meets OSHA requirements.

- *Roofs should have a guard rail or a marked line 6 feet from the edge of the roof indicating distance to the edge.*
- *Employees working from an unprotected elevation more than 4 feet above the ground floor and within 6 feet from an unprotected edge are required to wear an approved safety harness and be secured to an object engineered and designed to hold a substantial weight (5000lbs.).*

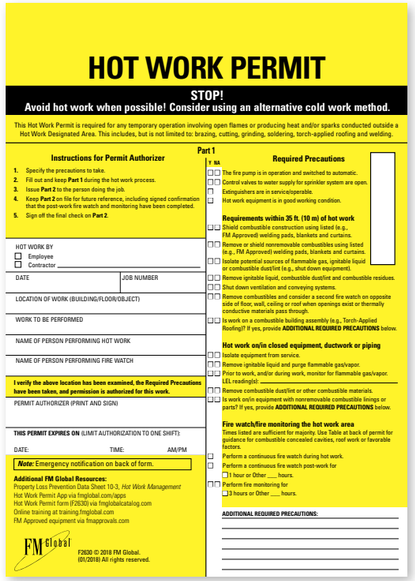
CONFINED SPACE

All confined spaces on Carlisle property will be labeled with a designated sign. Depending on the hazards of the space, a permit may be required to enter. The Carlisle Confined Space safety procedure requires proven process and safeguards are used to ensure the safety of everyone involved in work of this nature.

No one, including employees and contractors, can enter a confined space unless authorized to do so. If required, obtain proper permitting before performing any hot work. Without the proper authorizations of training and permitting, entering such a space is a direct violation of the **CARLISLE SAFETY ABSOLUTES**.

According to OSHA, a space is considered 'confined' if it meets these three criteria:

- *The space must be "large enough and so configured that an employee can bodily enter and perform assigned work" AND*
- *The space must "have limited or restricted means for entry or exit" AND*
- *The space must not be "designed for continuous employee occupancy".*



HOT WORK PERMIT

STOP!
Avoid hot work when possible! Consider using an alternative cold work method.

This Hot Work Permit is required for any temporary operation involving open flames or producing heat and/or sparks conducted outside a Hot Work Designated Area. This includes, but is not limited to: brazing, cutting, grinding, soldering, torch-applied roofing and welding.

Instructions for Permit Authorizer

1. Specify the precautions to take.
2. Fill out and keep **Part 1** during the hot work process.
3. Issue **Part 2** to the person doing the job.
4. Keep **Part 2** on file for future reference, including signed confirmation that the post-work fire watch and monitoring have been completed.
5. Sign off the final check on **Part 2**.

HOT WORK BY
☐ Employee
☐ Contractor _____

DATE | JOB NUMBER

LOCATION OF WORK (BUILDING/FLOOR/OBJECT)

WORK TO BE PERFORMED

NAME OF PERSON PERFORMING HOT WORK

NAME OF PERSON PERFORMING FIRE WATCH

I verify the above location has been examined, the Required Precautions have been taken, and permission is authorized for this work.

PERMIT AUTHORIZER (PRINT AND SIGN)

THIS PERMIT EXPIRES ON (LIMIT AUTHORIZATION TO ONE SHIFT)

DATE: TIME: AM/PM

Note: Emergency notification on back of form.

Additional FM Global Resources:
Property Loss Prevention Data Sheet 10-3, *Hot Work Management*
Hot Work Permit App via fmglobal.com/apps
Hot Work Permit form (F2630) via fmglobalcatalog.com
Online training at training.fmglobal.com
FM Approved equipment via fmapprovals.com

FM Global

Part 1

Y NA **Required Precautions**

- ☐☐ The fire pump is in operation and switched to automatic.
- ☐☐ Control valves to water supply for sprinkler system are open.
- ☐ Extinguishers are in service/operable.
- ☐ Hot work equipment is in good working condition.

Requirements within 35 ft. (10 m) of hot work

- ☐☐ Shield combustible construction using listed (e.g., FM Approved) welding pads, blankets and curtains.
- ☐☐ Remove or shield nonremovable combustibles using listed (e.g., FM Approved) welding pads, blankets and curtains.
- ☐☐ Isolate potential sources of flammable gas, ignitable liquid or combustible dust/lint (e.g., shut down equipment).
- ☐☐ Remove ignitable liquid, combustible dust/lint and combustible residues.
- ☐☐ Shut down ventilation and conveying systems.
- ☐☐ Remove combustibles and consider a second fire watch on opposite side of floor, wall, ceiling or roof when openings exist or thermally conductive materials pass through.
- ☐☐ Is work on a combustible building assembly (e.g., Torch-Applied Roofing)? If yes, provide **ADDITIONAL REQUIRED PRECAUTIONS** below.

Hot work on/in closed equipment, ductwork or piping

- ☐☐ Isolate equipment from service.
- ☐☐ Remove ignitable liquid and purge flammable gas/vapor.
- ☐☐ Prior to work, and/or during work, monitor for flammable gas/vapor. LEL reading(s): _____
- ☐☐ Remove combustible dust/lint or other combustible materials.
- ☐☐ Is work on/in equipment with nonremovable combustible linings or parts? If yes, provide **ADDITIONAL REQUIRED PRECAUTIONS** below.

Fire watch/fire monitoring the hot work area
Times listed are sufficient for majority. Use Table at back of permit for guidance for combustible concealed cavities, roof work or favorable factors.

- ☐ Perform a continuous fire watch during hot work.
- ☐ Perform a continuous fire watch post-work for
  - ☐ 1 hour or Other ___ hours.
- ☐☐ Perform fire monitoring for
  - ☐ 3 hours or Other ___ hours.

ADDITIONAL REQUIRED PRECAUTIONS:

HOT WORK

Hot Work is where welding, cutting, torching, brazing, lancing, or any other form of flame- or spark-producing work will be performed. Some Carlisle locations have designated Hot Work areas, which are specified to be clear of flammable and combustible materials, so Hot Work can be performed regularly in safety. Permits are not required to perform Hot Work in these areas.

Any Hot Work outside of a designated Hot Work area must have a Hot Work permit. This permit indicates all the necessary precautions to take prior to starting the task to ensure everyone's safety. The permit has two parts: Part 1 is kept with the signing Carlisle supervisor, and Part 2 is posted where the work will be done. The permit will include the following information:

- Location of work being performed.
- Hazards removed from the area.
- Type of work being performed.
- Approval signature of Carlisle supervisor.
- Duration of Hot Work.
- The designated Fire Watch, who monitors the work during the job for stray sparks, ignition, or other fire hazards, is ready to provide initial fire response, and will monitor for a set time period after the work is complete to ensure no smoldering, etc.

CRANES AND HOISTS

Only authorized and trained Carlisle employees can operate a crane or hoist. All lifting equipment must be inspected before use. A monthly inspection is also required to be documented for each crane or hoist. If there is damage or an issue with the crane or hoist, it must be taken out of service until it is repaired.

Don't walk under a suspended load. If you are visiting a manufacturing area using overhead cranes or hoists, remain vigilant and avoid the path of travel when a crane or hoist is in motion.

Carlisle Lifting Nevers

- *Never allow more than one person to control a lift or give signals to a crane or hoist operator except to warn of a hazardous situation.*
- *Never raise the load more than necessary.*
- *Never leave the load suspended in the air.*
- *Never work under a suspended load or allow anyone else to.*
- *Never assume a coworker has completed the inspection. Always verify.*
- *Check lifting straps for wear. If a strap is frayed or the red line indication is clear, cut the strap and discard it to prevent it being used elsewhere.*

MOBILE EQUIPMENT (INCLUDING FORKLIFTS)

There are many types of forklifts and other mobile equipment. Operators must have received training specific to the type of equipment they are expected to use.

As a pedestrian, be aware of forklift traffic and stay in designated walkways, which have better lighting and barrier protection. Staying in these areas will help the operator, who has multiple concurrent safety factors to consider.

Never assume a forklift driver sees you. Always ensure you and the driver understand each other's intentions through direct eye contact. If you do not have that understanding, stay clear unless the driver directs you to do otherwise.

Also look for the blue proximity warning lights, listen for horns (example: horns sounded at blind intersections), and audible back-up warning signals.

ADDITIONAL SAFETY PROGRAMS

There are more than 20 additional Carlisle safety programs, and more may be added as specific needs are identified.

These other programs cover topics such as Hand Safety, Fire Prevention, Risk Assessment, and Combustible Dust. A selection of 8 of these other programs, based on more universal applicability at work and helpfulness away from work, are covered in this Handbook:

Ergonomics

Bloodborne Pathogens

Walking and Working Surfaces

Personal Protective Equipment

Ladders

Hazard Communications

Emergency Procedures

Management of Change

As with the life-critical programs, each has a procedure and some have additional documents for supplemental awareness training, analysis tools, observation forms, etc. The documents for all the Carlisle safety programs are available through the COS SharePoint and through your manager and site safety leadership. Your business or site will determine which programs might require your attention based on where you work and the type of work you do.

ERGONOMICS

Ergonomics is the science of fitting the work to the person to reduce stress on the body to minimize and eliminate risk for injury. Ergonomic hazards include improperly designed tools or work areas, including office areas. Improper reaching or lifting, poor visual conditions, repetitive motions in an awkward position and incorrect computer/chair set up can all result in an accident or injury. Whether you are working construction, manufacturing or in an office, correct ergonomics will help you reduce short and long term injury risk. Lifting requirements are noted in job descriptions. For any lift, even for one under the maximum for your role, if you need help, ask.

OFFICE AREA DESK SET UP: Desk setup can have a big impact on your health at work. If it is not set up correctly, it can lead to carpal tunnel, neck and back pain, etc. If you need help setting up your work desk, please reach out to your HSE Department for assistance.

BACK SAFETY

It is important to lift and carry items correctly. Here are the 6 steps to a safe lift:

1. *Firmly grip on the load with your feet shoulder-width apart.*
2. *Bend your knees, NOT your back.*
3. *Tighten the muscles in your abdomen.*
4. *Lift the load with your LEGS.*
5. *Keep the load close to your center of gravity (between chest and hips).*
6. *Keep your back upright and avoid any twisting or turning.*

BLOODBORNE PATHOGENS

Bloodborne pathogens (BBP) are microorganisms present in human blood and other bodily fluids. These pathogens can cause serious and sometimes fatal diseases in humans. Unless you are properly trained and protected, **DO NOT ATTEMPT** to render care or clean up potentially infectious materials. If you discover blood or other bodily fluids, notify your supervisor immediately. Only a Carlisle employee trained in BBP should voluntarily clean up the BBP material.

WALKING AND WORKING SURFACES

Slips, trips, and falls are a common injury category. Walking surfaces can be slippery by nature or from special conditions (example: water on the floor in a break room). Weather can be a factor in the car park and outdoor walkways.

Stay vigilant for uneven surfaces and surface changes. Staying within designated walkways is important inside (safety from mobile equipment and other risks) and outside (paths kept clear of trip and slip hazards, treated for certain weather conditions, etc.).

Avoid shortcuts such as stepping over curbing. Doing so is an example of a bad safety behavior. Stay in bounds and stay safe.

Situational awareness helps us away from work, too. A favorite pair of shoes may offer good grip on most surface types but perhaps not on all surfaces or when a given surface is wet.

Car parks and outdoor walkways can feature uneven surfaces, curbing, and parking blocks that can all be trip hazards. Worse, there may be exposure to moving vehicles. Keep your head up, be aware of your surroundings, and stay within designated walkways to help ensure your safety. It is always best to avoid using cell phones in these areas and never while driving.

PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE) is the last line of defense we have from injury. Engineering controls, like guards, reduce or eliminate hazards. Engineering controls like guards don't always eliminate all risk. To counter, we add PPE requirements. PPE can include basic eye protection, (safety glasses, goggles, a face shield, or some combination) hearing protection, foot protection (safety shoes, and/or slip-proof shoes), respirators, hand protection (cut-proof gloves, heat protection, etc.), and others.

PPE requirements are determined through analysis of a specific task or work area, or through review of risk information about risk from key sources including Occupational Health and Safety Administration (OSHA), EU-OSHA, and country-specific health and safety governance. For example, noise analysis looks at the total noise level and the duration people have exposure to it in order to determine if hearing protection is required.

Prior to working in a new area, you must be trained to local PPE requirements. If you don't know or are ever uncertain, immediately ask before entering an area or performing a task. If PPE signage could be better, suggest it be improved. In all cases, be aware of the PPE requirements to perform your work. Choosing to not wear required PPE is an unsafe behavior AND violates a **SAFETY ABSOLUTE**.


Protective clothing


Eye protection


Foot protection


Hearing protection


Hand/arm protection


Respirators

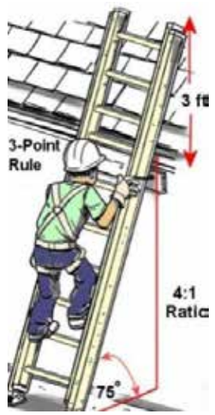
ADDITIONAL SAFETY PROGRAMS

LADDERS

Prior to each use, the user shall visually inspect the ladder for structural soundness and verification of inspection. All ladders must have wood or fiberglass rails and be mechanically sound (that is, no missing or defective steps, braces, hinges, stringers, ladder feet, or fasteners).

When ascending and descending a ladder, face the approved side of the ladder, use at least one hand to grasp the ladder, and do not carry tools or materials in your hands. Never work off a ladder where the midpoint of the body (i.e. belly button) must be extended beyond the side rails.

Never work from the top step or cap of a step ladder.



Straight Ladder Safety Requirements

STRAIGHT OR EXTENSION LADDERS

- *Follow the 4-to-1 rule when using an extension or straight ladder: Position the base of the ladder one (1) foot from the supporting structure for every four (4) foot in height.*
- *If a ladder is used to reach a higher platform, the top of the ladder must extend three (3) feet past the platform.*
- *Do not work from the top three (3) rungs of any straight or extension ladder.*

STEP LADDERS

- *Step ladders must be set with all our (4) feet level.*
- *Step ladders must be fully opened when in use.*
- *Ladders used in traffic areas must be secured or barricaded to prevent displacement.*

HAZARD COMMUNICATIONS

Carlisle uses a variety of materials and chemicals to produce our products. Some materials could have the potential to cause harm if used improperly and/or the correct PPE is not worn.

It is important to understand the chemicals you may be using and any hazards associated with them. Ensure you are aware of this through the applicable Safety Data Sheets ('SDS'). Each site has an inventory of all chemicals and must have the Safety Data Sheet from the manufacturer of each chemical. Be aware of SDS location(s) so you know where to go to get this information.

All chemicals MUST be labeled so the Safety Data Sheet can be reviewed. Required labeling must be present on the original containers. Each label will also include a pictogram identifying any hazards associated with a given chemical. If you see something without a label, please notify your supervisor.

EMERGENCY PROCEDURES

In the event of any emergency, it is important to know what to do and where to go. Each Carlisle site has a specific procedure in place informing employees what to do in emergency situations. For some emergencies, building evacuation may NOT be necessary. You will be notified to shelter-in-place by Leadership. In the event of an emergency evacuation, please follow the below steps:

- Do not panic. Immediately evacuate the building in a safe and orderly fashion. Always hold on to the handrails when using stairways.
- Assemble at your designated evacuation assembly point.
- If you are not at your assigned work area during an evacuation, proceed to the nearest assembly point and, if possible, proceed to your designated assembly point.
- No employee shall leave the campus during an emergency unless cleared by management.

MANAGEMENT OF CHANGE

Management of Change ('MoC') is a proactive approach to identify, mitigate, and avoid risk to safety and quality associated with change in any work area and work process. The MoC procedure describes the process to ensure safety for employees and quality for our customers, responsibilities to that process, and how to use it.

Management of Change is sometimes confused with Change Management. Both are components of the Carlisle Operating System and, at times, may even be somewhat synonymous. However, they can also be distinct, and it is important to understand those differences because that is where the power and usefulness of MoC will be seen.

MoC centers on a level of detail often overlooked by Change Management. MoC is very useful in minimizing safety and quality risks and other unintended outcomes around any given change, including those that seem to be minor or inconsequential changes.

MoC can refer to a process or routine at the local level to assess and manage or control risks. For example, as part of the daily routine, the work team can ask 'What about our work or process is changing today?' New person? New tool? New work instruction? Borrowing a person from another area? Different supplier? Daily temperature and humidity changes? Any process changes since the last time we made what is in the plan for today?

Not using MoC can result in:

- *Implementing a change for an improvement but missing possible risks or opportunities for further improvement around safety and quality;*
- *Missing risks that can result from less obvious changes, such as organizational changes or single-person change, changes in materials, and legal and regulatory requirements.*

Based on the answers, the team would quickly assess what the implications are, who needs to know, and what can be done to eliminate the (safety, quality, or other) risk?

MoC also comes into play and involves others with larger changes or changes with potential for broader implications. Buying a new piece of equipment is an example. The MoC process expands with checklists to ensure we perform ergonomic and risk assessments for the maintenance and operation of the equipment. This can include a pre-startup safety review checklist and sign-off by operations and safety leadership.

WORKPLACE VIOLENCE

Carlisle Companies, Inc. (CARLISLE) has Zero tolerance for violence or threats of violence of any form in the workplace, at work-related functions, or outside of work. Violations of this policy will result in disciplinary action, up to and including termination. This applies to CARLISLE employees, clients, customers, guests, vendors, and any other persons doing business with CARLISLE. It will be a violation of this policy for any individual to engage in any conduct, verbal, physical, or on-line which intimidates, endangers, or creates the perception of intent to harm persons or property. Examples include but are not limited to:

- Physical assault or threats of violence.
- Verbal abuse, intimidation, or harassment.
- Possession of weapons on Carlisle property (including in Carlisle owned or leased vehicles) or while conducting Carlisle business.
  - Except where required to be allowed by state law, this ban includes keeping weapon in a vehicle in a parking area.
  - Weapons include, but are not limited to, guns, knives (except Carlisle issued utility knives necessary for the conduct of business), explosives, and other items with the potential to inflict harm.
- Vandalism or destruction of company or personal property.
- Stalking or unwanted surveillance of coworkers.

OTHER POLICIES

Your work location will provide you with local policies on additional topics like facility access, parking, smoking, and more.

Tobacco use of any kind is not permitted inside a Carlisle operated building. Many locations do not permit smoking anywhere on the property. This includes vaping and all other electronic tobacco delivery systems. Where smoking is permitted, specific areas will be designated and smoking materials must be extinguished only in approved containers.

Check the requirements that apply to your location.

A score of 100% is required (that is, all questions must be answered correctly). If not, a 1:1 conversation between the instructor and the employee must take place to cover what was missed, what the correct responses are, and why. This is required prior to any sign-off on the Agreement page.

1. Which of the following is NOT one of the four Critical States of Mind we must all be aware of?

a. Complacency
b. Frustration
c. Fatigue
d. Temper

2. If you receive a minor injury that does not require medical attention, it does not need to be reported.

a. True
b. False

3. How does 5S help keep employees safe?

a. It keeps walkways clear.
b. Cords are kept out of walk areas reducing trip hazards.
c. It establishes area standards for the intended condition that include safety.
d. All the above.

4. Which has a greater impact on your safety every day?

a. Behaviors
b. Conditions

5. Personal Protective Equipment (PPE) is always the first line of defense?

a. True
b. False

6. How many points of contact must you have while ascending/descending a ladder?

a. 3

b. 2

c. 4

7. What is our business strategy called that helps us continually improve our safety culture and drives engagement at all levels of the business?

a. 5S

b. OSHA Recordkeeping

c. Carlisle Operating System

d. 4 Critical States of Mind

8. As a Carlisle employee, I am empowered to identify and make suggestions to fix an unsafe condition, improve existing conditions, and provide coaching to help safe behaviors?

a. True

b. False

9. Which of the following incident types MUST be reported to your manager?

a. Recordable injury

b. Near-miss event

c. Minor first aid injury

d. All the above

AGREEMENT

As a reminder, orientation and review of this handbook does not sufficiently train nor authorize anyone to perform duties that require more in-depth training (such as lockout/tag out, confined space entry, work on electrical equipment, operating mobile equipment, etc.). If these are tasks you perform, you will be provided additional authorization training and you are not to begin performing such work until that training is compete.

By my signature, I acknowledge that I have read, understand, and agree to the policies and basic procedures of the Carlisle Safety Handbook that I received. I also acknowledge that any additional training required will be received at the Carlisle site.

_____

Employee Signature Date

As the Safety Handbook Instructor / Facilitator, I state the employee passed the Quiz with ≥80% AND received 1:1 coaching that covered what was missed, what the correct answers are, and why. I am satisfied the employee understands the content at the acceptable level.

_____

Safety Handbook Instructor / Facilitator Signature Date

The Employee and Safety Handbook Instructor / Facilitator must sign prior to the Supervisor:

_____

Supervisor Signature Date

An electronic or hard copy of this signed page is to be retained by the site.

Carlisle Environmental, Health and Safety Management System Manual

Carlisle Operating System Guidebooks:

- COS Implementation Guidebook
- COS Site Steering Committee Guidebook

Carlisle Operating System Learning Modules:

- Module 01: Leadership Behaviors (safety-dedicated gemba; safety behaviors case study)
- Module 06: Leadership Standard Work (inclusion of safety + compliance checks in daily routine)
- Module 08: Problem Solving for Leaders (the effect of behavior on safety and quality)
- Module 10: 5S + Safety (workplace organization, standards for the intended condition)
- Module 11: Visual Management (standards and controls for safety)
- Module 13: Standard Work (determine the best routine to perform work for safety and quality)
- Module 16 and 16A: Kaizen + Continuous Improvement
- Module 18: Standard Start (safety and compliance checks in every-shift routine)
- Module 19: Process Design for Flow (ergonomics)
- Module 23: TPM (safety review and checklist for safety improvements)

Carlisle Sustainability Policy

Future: Carlisle Behavior Based Safety Management

CCM/CWT SUPPLEMENT

SUPPLEMENT

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VISION CARLISLE 2025
THE NEXT 100 YEARS

November 2, 2021

Authorization to Halt Production

While we continue to make progress in making our factories safer, there is still room for improvement, especially in the area of decision making in situations that can possibly result in an injury. This note is intended to reinforce CCM's expectation, and to provide authorization, that all our CCM employees stop production any time they feel their safety is compromised. **No amount of production is worth the safety of any CCM Employee.** It is an expectation that all of us at CCM put safety as the #1 priority above everything else, including production or sales. When you encounter an unsafe or abnormal situation, stop, evaluate the risks using tools such as T3P, and consult with another employee or supervisor about your next steps to control all identified risks so that you can perform the task safely.

Our recent safety data has shown that many of our injuries are occurring when our employees are rushing and prioritizing production over safety which has placed themselves and others in at-risk situations. Injuries have occurred when our employees have:

- Not stopped the line, not conducted a risk assessment, or failed to ask for help addressing an upset condition in their process or on their line.
- Forced an item which became stuck rather than stopping to look for a better way or proper tool to address the situation.
- Not followed safe mobile equipment operation such as not slowing down at intersections, not sounding their horn at corners or when backing up.
- Taken a short cut by hauling additional bundles, rolls, or cartons unsafely because they were rushing.
- Rushed while operating a nail gun when trying to stay ahead of production.

CCM Leadership wants to make it clear that all employees have the authorization to and are expected to STOP production, or any task, to ensure that all the risks and hazards associated with the task are fully assessed and all the risk mitigations are in place to work safely. Furthermore, it is the obligation and expectation of all employees to speak up if they do not feel safe, were involved in any safety-related event, or have a suggestion for a safety improvement. It is Carlisle's commitment to create the safest possible work environment as we drive to a zero-incident rate.

	Nick Shears – President, CCM		Chris Brown – Operations Director, EPS
	Dan McFadden – VP of Operations, CCM		Austin Lambert – Operations Director, CAM
	Joe Lightfoot – Operations Director, Membrane		Nirav Panchal – Operations Director, PU/CRP
	Ben Ackroyd – Operations Director, Polyiso		Burke Nichols – Director, MSE
	PLANT MANAGER		

P.O. Box 7000 Carlisle, PA 17013 Phone: 800.453.2554 www.CarlisleConstructionMaterials.com

SITE-SPECIFIC EMERGENCY PROCEDURES REVIEW

In an emergency situation, the following should be followed:

1. Call 911
2. Give the plant location
3. Give the plant telephone number, _____, and the phone number you are using (if different)
4. Give your name
5. Describe what happened
6. Give the number of victims
7. Describe the victim's conditions
8. Describe the help currently being administered
9. Stay on the line until 911 dispatcher tells you that it is ok to hang up the phone

Access to all exits must be kept clear at all times. They cannot be blocked or locked. All aisles leading to exists must be kept clear at all times.

Review the site-specific emergency action plan elements for your plant location to understand what to do in the following scenarios:

- Fire/Natural Gas Explosion Evacuation and Response Procedure
- Tornado Emergency (if applicable)
- Flooding (if applicable)
- Disruptive and Violent Person Procedure
- Neighboring Manufacturing/Processing Emergencies Procedure (if applicable)
- Terrorist Attack Procedure (if applicable)
- Active Shooter Procedure (if applicable)
- Bomb Threat/Suspicious Package or Material Procedure
- Power Outage Procedure
- Inclement Weather Procedure (flooding, excessive snow, hurricane) (if applicable)
- Earthquake Procedure (if applicable)
- Spills/Chemical Storage Procedure

CARLISLE SAFETY RULES

Observation of the safety procedures and policies is a necessary element of any successful safety program. General safety rules have been established as a guide for employees and temporary workers to prevent accidents. Supervisors will provide verbal and written instructions for specific jobs and applicable environmental, health, and safety aspects as well as hazards of those jobs. In addition to these Carlisle safety rules, facilities may have additional safety rules based on hazards specific to their sites. Please consult your supervisor for additional safety rules. Disciplinary action may be taken when safety rules and special instructions are not followed.

CARLISLE SAFETY RULES:

1. All injuries, no matter how slight, must be reported immediately (before end of shift) to your supervisor and/or safety coordinator so that they can be investigated (all events will be investigated). Failure to report injuries could affect Workers Compensation Coverage.
2. All safety incidents (no matter how minor) even those involving property damage or chemical releases/exposures, must be reported immediately (before end of shift).
3. Failure to report accidents can result in disciplinary action up to and including termination.
4. Everyone is responsible for maintaining good housekeeping in their work area and to inspect their workstation before the start of shift for hazards.
5. Do not clean yourself or your clothing with an air hose. Never point an air hose at anyone. Keep the safety nozzles on air hoses at all times.
6. All unsafe conditions must be reported immediately to your supervisor and/or safety coordinator, so that the condition can be fixed immediately.
7. Horseplay, running, yelling, or fighting are prohibited on company property. Threats of violence against others will be regarded as a criminal act and dealt with by local law enforcement.
8. No firearms or weapons of any type are allowed on company property (please consult applicable state laws).
9. Loose clothing and long, loose hair is prohibited around moving machinery. Hair must be worn in a manner (such as being pulled back or securely tucked into your shirt) while in the work area to keep it from becoming entangled in the machinery.
10. The wearing of loose or torn clothing, scarves, neckties, necklaces, or other jewelry which might get caught in moving machinery and fingernails extending more than ¼" are prohibited.
11. Employees are to only perform jobs for which they have received proper training.
12. No personal cell phones, cameras, or capture devices are allowed out in the production areas without express permission. Cell phones shall not be used while operating equipment and/or driving a forklift/scissor lift, etc.
13. You cannot clean up someone else's bodily fluids unless you are trained in bloodborne pathogens as part of first aid training. The only exception is if it is your own bodily fluids.
14. Respirators are not permitted to be worn unless medically cleared, fit tested and trained or for voluntary use.
15. Individuals shall not operate any equipment (including mobile equipment) that they are not trained to operate.
16. Machine guards shall not be by-passed, modified, or removed.
17. All machine points of operation shall be properly locked out before any part of the body enters. All individuals working in the point of operation shall have the same level of lockout protection.
18. Cranes and hoists shall only be operated by properly trained personnel.
19. Unqualified individuals shall not work on live and energized electrical parts.
20. Individuals shall not enter a permit required confined space unless trained as an entrant.
21. Fall protection shall be worn by individuals where there is a fall potential of more than 4' (general industry), 6' (active construction), in an aerial boom, or less than 6' from a roof edge.
22. Do not operate any machine or piece of equipment with a safety tag attached to any part of it (including controls, circuit breakers, valves, etc.). Only the maintenance employee who applied the tag may remove it.
23. Wearing all required PPE is a condition of employment.
24. Do not work from a straight ladder unless it is equipped with anti-slip safety feet. Do not climb higher than the third rung from the top of a straight ladder or the top step of a step ladder.
25. Never attempt to step over, ride upon, or climb on conveyors. Always use the cross-over, designed protected access areas or walk around. Never climb under a powered conveyor.
26. Always keep your tools in good working order and inspect prior to use. No modifications (such as removing guards) are permitted. Report all tool damage to your supervisor immediately.
27. Always comply with health and hygiene regulations that are outlined to you by your supervisor, and cooperate in maintaining sanitary and orderly conditions throughout the plant, restrooms and eating areas.
28. All acts of violence or threats of violence (actual or perceived by Management) of any form in the workplace, at work-related functions, or outside of work will result in disciplinary action, up to and including termination.
29. Except where required to be allowed by state law, possession of weapons is strictly prohibited on Carlisle property (including in Carlisle owned or leased vehicles, or personal vehicles on Carlisle property) and while conducting Carlisle business.

INJURY/ILLNESS TREATMENT

All injuries (no matter how slight or minor at the time) and all accidents involving property damage are safety events and must be reported immediately (before end of shift) to your supervisor and/or safety coordinator so that they can be investigated. All safety events will be investigated. An investigation report will be completed with the facts of the event, employee statement, and witness statements. Reporting all injuries immediately will not only expedite first aid treatment but also facilitate the filing of a claim for worker's compensation. Failure to immediately report all injuries could affect workers compensation coverage or result in disciplinary action.

Each Carlisle site has employees trained in first aid and will voluntary administer first aid for minor injuries. In the event an injury requires more than first aid treatment, professional care will be obtained. For non-emergent care (minor sprain/strains), it is recommended an appointment be made with the appropriate care treatment facility through your supervisor or Human Resources(HR).

Failure to report any safety event on the day when the event occurred before the end of the shift, may result in disciplinary action. Any damage to personal or Carlisle property which occurs as the result of an accident must be reported to your supervisor immediately. This will not only expedite repair of the damaged property but will also help in correcting any potential unsafe or hazardous condition.

If an incident occurs where no injury or damage results, but it had the potential for injury or damage (near miss), the incident should be immediately reported to your supervisor so that any unsafe condition can be corrected.

WORKER'S COMPENSATION

It is the Company's intent to fully comply with State workers' compensation laws and provide injury or disability coverage to protect the well-being of employees and their families.

If you are injured on the job, the company has a modified work program available. This program may enable the employee to work in a light-duty capacity while recovering from a work-related incident. Further information can be obtained by contacting your HR representative.

MOBILE EQUIPMENT DANGER ZONES – RED AND HALO

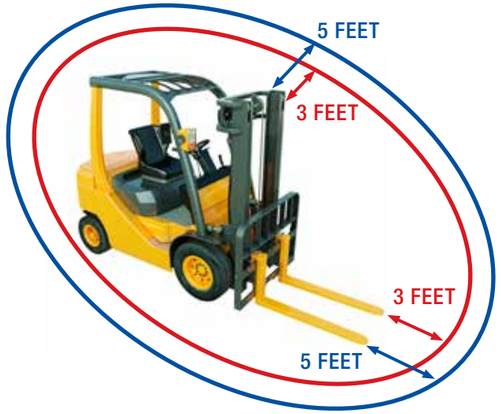


Figure 1 - Forklift Safety Requirements

Beware of Halo Zone

- Pedestrian and Operator must have eye contact
- Pedestrian must communicate intentions
- Operator must slow down to less than 3 mph

Act immediately in Red Zone

- Stop immediately
- Immediately lower forks
- Immediately turn off engine and set the parking brake
- Immediately remove hands from controls

MACHINE GUARDING POINT OF OPERATION EXAMPLES

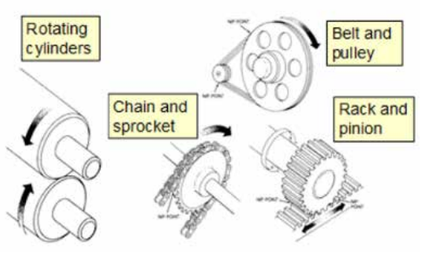


Figure 2 - In-Running Nip Points

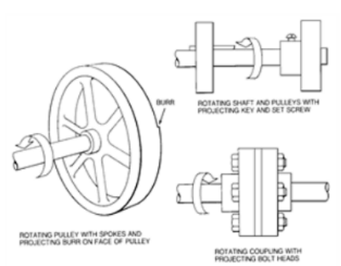


Figure 3 - Rotating Parts

CONTRACTOR SAFETY

All contractors who are working in our facility are required to follow the same safety standards as required for all of our employees. Each person is expected to sign in and out each time they enter and exit our facilities. The Carlisle job originator (the one who hired the contractor) is responsible to review all applicable safety rules by performing a briefing **before** the contractor starts work and properly documenting the meeting.

If you see contractors on-site that are not following our safety practices, let the contractor know they need to comply with all Carlisle safety policies. If they continue to disregard our safety policies, notify a supervisor. Contractors that do not follow our rules can be removed from the facility and prevented from continued/future work at any Carlisle location.

ERGONOMIC RISK FACTORS AND LIFTING DO'S & DON'TS

When you evaluate the ergonomic risks of a task be sure to evaluate:

Ergonomic Risk	Evaluation	How to Help Limit
Force	How much of the weight of that object the body part is moving?	• Use a mechanical lift (if provided it must be used) • Break the lift up into smaller parts • Get help lifting
Frequency	How much of the weight of that object the body part is moving?	• Rotate job positions • Keep things within easy reach
Duration	How long the body part is moving that object during a movement?	• Use mechanical aid (like a cart) to move object over long distances • Minimize the traveling distance of the load • Take a beak during the lift
Position	How is the body positioned during the movement of that object?	• Raise the load off the floor • Work in neutral body positions • Keep your back straight • Feet flat on the ground • Arch your back, do not bend • Squat and lift with your legs • Lift in a constant motion, do not jerk • Turn with your feet. Do not twist

Figure 4 - Ergonomic Risk Factors

If the item is too heavy for you, get help or use a forklift. If you get help, coordinate the lift so you both lift and set down the item at the same time. In most situations, there is a tool or device for making the lifting or moving of the item easier. Find and use that tool. Do not push your limits on what you can lift. Do not reach out for heavy items.

Before you carry an item, map out the direction you are going to travel. Make sure the path is clear and there is nothing that could cause you to trip or knock you off balance.

Never put your hands in a situation where a suspended load could come in contact with and crush them. When setting dunnage underneath a product, always handle the dunnage from the sides to ensure you are never placing your hands, or any other body part, beneath the load. When you are moving anything, keep your hands out of potential pinch points.

Figure 5 - Ergonomic Lifting Do's & Don'ts

FIRE PROTECTION – FIRE EXTINGUISHER PASS AND BONDING AND GROUNDING

Carlisle employees are permitted to voluntarily use a fire extinguisher for small fires (the size of a small trash can). If a fire extinguisher is voluntarily used, use the PASS method (see Figure 12). If you are not comfortable using a fire extinguisher, or the fire is larger than a small trash can, you should immediately activate the fire alarm system. In **all** cases of fire, the event is to be immediately reported to your supervisor. All firefighting equipment must have a 3' clearance area to ensure easy and unobstructed access to all vital materials.

Flammable liquids are to be kept closed, free from sparks and flames, and stored in a proper metal container. If flammable liquids are being transferred, proper bonding and grounding is to be carried out.

Figure 6 - The PASS Method

At Carlisle, many of the dusts in the plant can be combustible as well. Therefore, all equipment bonding and grounding shall be kept in good working order and good housekeeping practices are to be performed regularly in order to limit the amount of dust accumulating on horizontal surfaces.

Any hot work activities that can produce an open flame or sparks, that are not in designated maintenance areas, need to follow the hot work permit process.

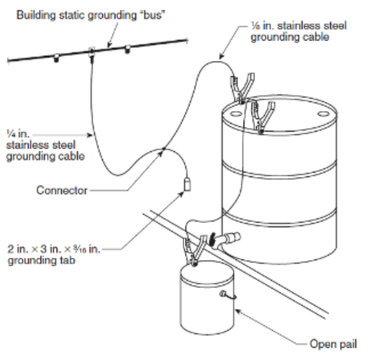


Figure 7 - Typical Grounding System for Small Volume Solvent Dispensing via Drum Tap; Example 1

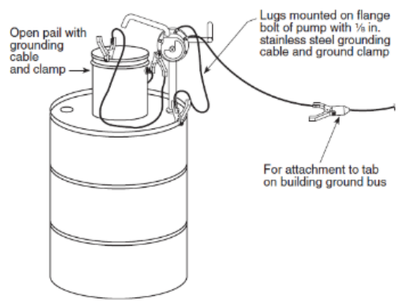


Figure 8 - Typical Grounding System for Small Volume Solvent Dispensing via Drum Tap; Example 2

HAZARD COMMUNICATION – ADDITIONAL GHS INFORMATION

The SDS gives information on:

1. What the product is, who manufactures it, and emergency phone numbers.
2. How flammable the product is and what type of fire extinguishing equipment is needed.
3. How the product affects the human body for both short and long-term exposures; specifically for inhalation, ingestion, getting it in your eyes, and getting it on your skin. A SDS will list all hazards in the form of pictograms (see Figure 15).
4. What the first aid procedures are for any exposure.
5. What personnel protective equipment (PPE) is needed when using the product.
6. What to do if there is a spill of the product.

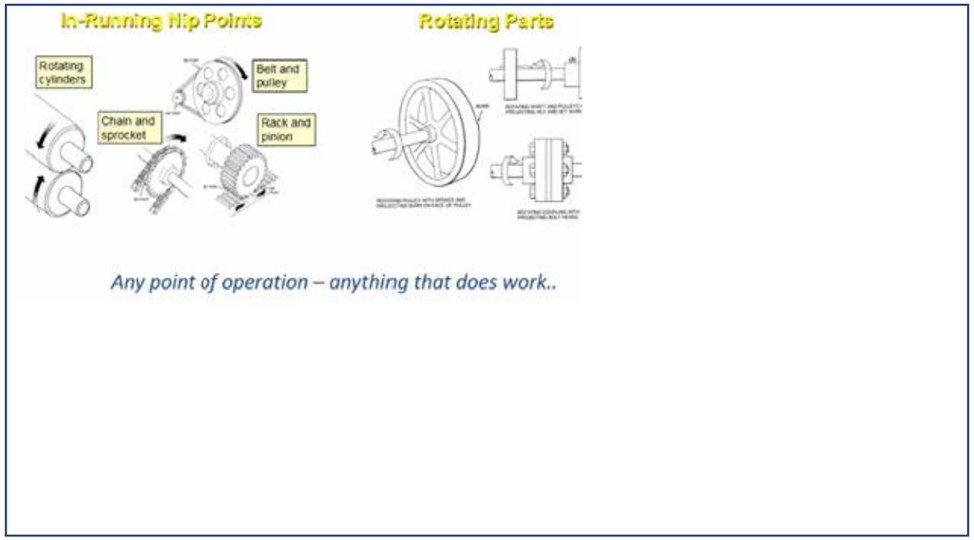


Figure 9 - GHS Hazard Pictograms

If you participate in any personal monitoring for any chemical exposures, you have the right to see your exposure results. Please see HR to access your medical file.

SIGNS AND TAGS

Carlisle sites have various safety signs and tags (such as Danger, Warning, and Notices) informing of potential dangers and providing safety instructions. Danger signs or tags are informing you of an **immediate** danger and they are always red. Caution signs or tags are used to warn against potential hazards or caution against unsafe work practices, and they are normally yellow. A notice sign or tag is used where there is a need for general instructions relative to safety measures, and they are usually green or blue. You are required to follow all safety signs and tags in your work areas. You cannot operate any equipment with a **do not operate** or **lockout** tag affixed to it. If you do not understand a sign, tag, or other safety warning device (such as an alarm or light) in your work area, immediately review with your supervisor.

Figure 10 - High Voltage Warning Sign

Figure 11 - Eye Protection Required Sign

Figure 12 - Keep Area Clear Sign

Figure 13 - Lockout/Tagout Tag

Figure 14 - GHS Secondary Container Label

ASBESTOS

Even though asbestos use has been banned in new products since 1977, some Carlisle sites **may** have asbestos in materials that were manufactured prior to 1977 (such as ceiling tiles, flooring tiles and pipe insulation). If the asbestos containing materials are kept in good shape (fibers not becoming airborne) it can be left in place, but it must be properly labeled. Carlisle sites will have an inventory of any asbestos-containing materials and all materials will be properly labeled. If you discover any labeled asbestos, you cannot disturb it in any way (no cutting, sanding or grinding). If the material is damaged, do not touch it and report it to your supervisor immediately.

Figure 15 - Asbestos Warning Sign

HEAT & COLD STRESS

Some work at Carlisle involves working outside where you can be subjected to extreme heat or cold during certain times of the year. You can also be subjected to extreme heat in the production buildings during adverse hot weather. You need to know the signs and symptoms of heat stress and cold stress so you will be able help yourself or a coworker if it ever occurs.

HEAT STRESS

Heat stress is the buildup of body heat due to exertion. Heat stress occurs when the body's balance of water and minerals become unbalanced; sweating may stop and your body's core temperature rises. If not addressed, heat stress can lead to heat exhaustion and eventually (life-threatening) heat stroke.

To protect yourself from heat stress:

1. Know the signs and symptoms of heat related illnesses
2. Prepare yourself by wearing light colored loose fitting clothing
3. Drink plenty of fluids (1 cup every 15 minutes)– avoid caffeine, alcohol and sugar
4. Look out for your fellow coworker
5. Follow all training and instruction

Condition	Symptoms (in order of Severity)	Treatment
Heat Stress/Cramps	• Heat rash • Muscle cramps	• Drink plenty of water • Stretch/massage the muscle gently
Heat Exhaustion	• Pale or flushed • Heavy sweating • Feelings of fatigue, weakness, dizziness or nausea • Cool and clammy skin • Rapid weak pulse and low blood pressure • Intense thirst	• Immediately call a supervisor • Move the victim to a cool place • Have the victim lie down and slightly elevate their feet • Slowly give them fluids • Cool the person by fanning or spritzing them with water • Monitor their vital signs (B/P, heart rate, etc.) and call 911 if victim gets worse
Heat Stroke	• Skin is hot dry and red • Chills • Difficult breathing • Weakness and nausea • Confusion and strange behavior • Rapid pounding heart beat	• Immediately call 911 • Loosen the victim's clothing • Cool the person with cold water soaked towels or ice packs to the underarms, wrists, and groin • Slowly give them fluids • Prepare for CPR if necessary

Figure 16 - Heat Stress Symptoms and Treatment

COLD STRESS

When exposed to cold temperatures, your body begins to lose heat faster than it can be produced. Prolonged exposure to cold will eventually use up your body's stored energy. The result is hypothermia, or abnormally low body temperature. A body temperature that is to low affects the brain, making the victim unable to think clearly or move well. This makes hypothermia particularly dangerous because a person may not know it is happening and will not be able to do anything about it.

Early Symptoms of Hypothermia:

- Shivering
- Fatigue
- Loss of coordination
- Confusion and disorientation

Late Symptoms of Hypothermia:

- No shivering
- Blue skin
- Dilated pupils
- Slowed pulse and breathing
- Loss of consciousness

Take the following steps to treat a worker with hypothermia:

1. Alert the supervisor and request medical assistance
2. Move the victim into a warm room or shelter
3. Remove their wet clothing (if applicable)
4. Warm the center of their body first (chest, neck, head, and groin) using warm compresses or blankets (or electric blanket if available)
5. Warm beverages may help increase the body temperature, but do not give alcoholic beverages; do not try to give beverages to an unconscious person
6. After their body temperature has increased, keep the victim dry and wrapped in a warm blanket, including the head and neck
7. If victim has no pulse, begin CPR

CARLISLE-SPECIFIC PPE REQUIREMENTS

Many different types of Personal Protective Equipment (PPE) may be required depending on the job and the area in the facility in which you are working. Carlisle will provide all required PPE free of charge, or Carlisle will provide a stipend for certain personalized PPE purchases (such as safety shoes and prescription safety glasses). PPE is not permitted to be brought in from home unless approved by site management. Each Carlisle site is to conduct a PPE assessment for each work area and determine what PPE is required. Signage outlining any specific required PPE should exist in your work area. Consult your supervisor for any specific PPE requirements. All PPE is to be inspected prior to use.

EYEWEAR

While in any Carlisle facility, protective eyewear is required for everyone unless they are in the offices, breakrooms, and other areas approved by management. This applies to employees, customers, contractors, and vendors. Only clear lenses meeting applicable ANSI safety eyewear standards are permitted, unless otherwise approved by site management. When there is a potential for flying debris or chemical splashes, Carlisle will provide all necessary safety glasses, goggles, face shields, or other eye protection suited for the operation.

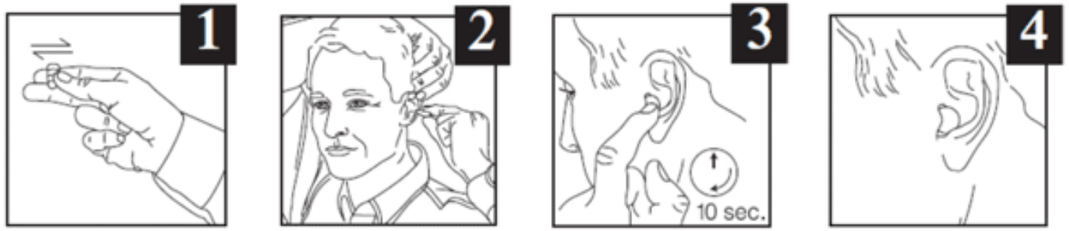
The Company makes it possible for employees to purchase prescription safety glasses at a reasonable cost in a wide variety of styles through employee sales. Consult your human resources representative for information.

HEARING CONSERVATION

All Carlisle employees are required to correctly wear hearing protection at all times while working in areas with high noise level readings. Each area requiring hearing protection shall labeled as such.

INSERTING DISPOSABLE EARPLUGS

The suggested method to achieve a proper fit using foam earplugs, commonly known as disposable earplugs:



Wash your hands. Roll and squeeze earplugs between your thumb and first two fingers into the smallest diameter possible.

Reach over your head with the opposite hand and pull the top of the ear up and out to open the ear canal.

While holding the ear, quickly push the rolled end of the earplug into your ear. Hold the earplug in place for a few seconds until fully expanded.

For best fit, at least 3/4 of the earplug should be inside your ear canal.

Figure 17 - Inserting Disposable Earplugs

FOOTWEAR

All employees are required to wear acceptable footwear while working in production areas. A documented site-specific PPE hazard assessment will outline what the safety footwear requirements are for your plant-specific production area. These requirements will be communicated to you by your supervisor. Safety footwear must also be compliant to applicable ANSI safety footwear standards.

At a minimum acceptable footwear must meet the following specifications:

1. Must be made of leather or a suitable synthetic substitute
2. Must have a low heel
3. Cannot have open toes or open heels

Non-production people walking through the plant (such as tours and other visitors) are not required to wear safety shoes as long as they are within the designated walking paths and their shoes meet the minimum acceptable footwear specifications listed above. **If** there is going to be interaction with equipment where foot hazards exist, then applicable site-specific safety shoe requirements are to be followed.

The Company makes it possible for employees to purchase safety shoes at a reasonable cost in a wide variety of styles through employee sales. In addition, the Company will contribute to the cost of these shoes. Consult your human resources representative for more information.

GLOVES

Cut resistant gloves are required when cut hazards (such as handling a knife or handling steel) exist. Chemical resistant gloves are required when handling certain hazardous chemicals. Other gloves (such as heat resistant gloves) may also be required in certain situations.

There may be exceptions for situations where the glove(s) may interfere with the ability to perform the required task, or situations where the glove(s) may become a safety concern when working with certain equipment in which they could entangle (such as drill press) or pull the hand into a machine (such as a mill).

RESPIRATORS

Some tasks may require respirator protection. Before you can use a respirator, you will need to:

1. Complete a respirator questionnaire (which will be reviewed by a physician)
2. Be fit-tested on that respirator
3. Receive training on that respirator

Respirators (mostly dust masks) can be worn on a voluntary basis for nuisance dusts that are not over the regulatory limit. Before you can voluntarily wear a respirator, a copy of the Carlisle Form for Voluntary Respirator Use must be signed by you and given to your human resources department (a copy of this acknowledgment is located on page 31). You are responsible for the care and correct usage (such as being clean shaven) of all respiratory protection that is provided to you.

HIGH VISIBILITY

Safety vests or high visibility garments are required for all visitors. Carlisle also requires high visibility garments for specific jobs (such as new mobile equipment operators).

JEWELRY

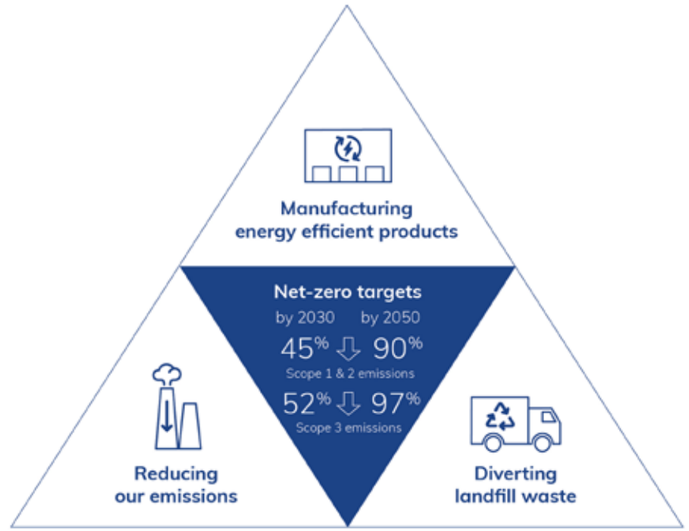
Jewelry restrictions are applicable to all employees, contract workers, and contractors whose job duties require them to routinely work within four feet of moving machinery (such as conveyors, rotating shafts, motors, and being a mobile equipment operator); as well as those whose job duties routinely require climbing ladders. The jewelry restrictions also apply to all maintenance activities. Tours are excluded as long as they stay four feet away from all moving machinery. In all questionable situations please perform a risk assessment with your supervisor.

PROHIBITED JEWELRY:

- Metallic rings or other tight-fitting rings that will not easily break away if it were to get caught on/in machinery or equipment. Nonmetallic smooth wedding bands that break away easily (such as silicone wedding bands) are permitted.
- Necklaces of any kind, unless they are tucked securely within the shirt at all times and no electrical work is to be conducted while worn.
- Metallic earrings of any kind if electrical work is to be performed.
- Hanging earrings of any type, no matter the circumstance.
- Metallic piercings of any kind if electrical work is to be performed. Any piercings that protrude more than ½" away from the skin and are not covered by clothing.
- Chains of any kind, including key chains, wallet chains, watch chains, etc. Breakaway lanyards are permitted.
- Wrist bracelets, watches, or other wrist wearables of any kind except plastic medical alert bracelets.
- Acrylic nails or other glued on nail extensions extending more than ¼"

SUSTAINABILITY

Sustainable practices have been fundamental to Carlisle's culture since our founding over a hundred years ago, and we remain focused on creating shareholder value through sustainability. We create this value through our three-pillar sustainability strategy to align our actions to our environmental commitments: manufacturing energy efficient products and solutions, reducing emissions from our manufacturing processes, and diverting waste going to landfills. Over 70% of Carlisle's total revenue supports our efforts to manufacture energy efficient products and solutions with over $3.5 billion in sales of products that directly support LEED certified and energy efficient buildings in 2024. Carlisle is actively reducing emissions from our manufacturing processes by reducing blowing agent emissions, implementing energy conservation measures, and reducing waste and raw material usage in our plants. Carlisle's rooftop recycling program is diverting millions of square feet of construction materials every year.



COMPLIANCE

All environmental control devices (such as a baghouse, wastewater filter, or regenerative thermal oxidizer (RTO)) are not to be bypassed in any way and are to be correctly maintained and operated within the manufacturer's recommendations to ensure optimal efficiency. It is prohibited to discharge chemicals into any sewer, storm water drain, sink, or drain without approval from your supervisor.

All wastes are to be properly labeled, inspected, and disposed of through Carlisle approved vendors. Do not mix wastes or place wastes in the incorrect receptacle. When in doubt about what waste goes where, please consult your supervisor.

All events of potential environmental non-compliance are to be immediately reported to your supervisor.

SPILLS

An incidental release is a minor release of hazardous materials where the substance can be absorbed, neutralized, or otherwise controlled at the time of release by employees in the immediate release area or by maintenance personnel; and there is not an immediate danger to life or health.

Emergency Response is a response effort by designated responders (i.e., local fire departments, outside contractors, etc.,) to an occurrence that results, or is likely to result, in an uncontrolled release of a hazardous material. Responses to incidental releases of hazardous materials and responses to releases where there is no potential safety or health hazard (i.e., fire, explosion, or chemical exposure) are not considered emergency responses.

Carlisle does not maintain internal emergency response teams and therefore is not qualified to perform an emergency response. Carlisle is only qualified to respond to incidental releases.

You must immediately report all spills that occur in your work area to your supervisor. Spill clean-up materials are not permitted to be placed in any drain or trash can without the approval from site management.

All liquid storage drums are to be kept closed and stored in such a way that a spill could not reach any drain or get off site.

INCIDENTAL RELEASE CRITERIA

In the event of an incidental release, Carlisle should follow the procedures below:

1. The spilled or leaked material is not highly toxic, does not endanger people or property except by direct contact, and has good warning properties.
2. The spilled or leaked material is not likely to spread beyond the immediate release area and can be absorbed, neutralized, or otherwise controlled using one standard spill response kit for the material.
3. There may not be respiratory hazards requiring respiratory protection.
4. There may not be an explosion hazard in the area of the spill.
5. Appropriate personal protective equipment (PPE) must be available (such as proper gloves, eye and face protection, and protective clothing if necessary) and personnel must be trained in use of such PPE.

INCIDENTAL RELEASE ACTIONS

In the event of an incidental release, Carlisle should follow the procedures below:

1. For any spill or leak, the supervisor and the emergency coordinator should be contacted as soon as possible. Alert others in the immediate vicinity of the spill or leak.
2. The hazards involved with the spilled or leaked material should be assessed based on personal knowledge through training and experience, information on the container label, and the Safety Data Sheet.
3. During all instances, safety of personnel is the primary concern. No countermeasures that risk the health or safety of personnel should be undertaken.
4. Safe handling procedures on the SDS shall be strictly followed. No hazardous material should be handled without the appropriate PPE. If personnel are not trained on the required PPE, then outside assistance will be required even if the release is otherwise incidental in nature.
5. No smoking, open flames, cell phones, or other spark inducing equipment is permitted in the area of a spill or leak.
6. If possible, plant personnel should stop the source of the leak or spill by closing a valve, turning off a pump, sealing a hole, etc.
7. For incidental releases, use absorbent pads, booms, and/or granular materials at the plant to stop the spread of the spill. The primary goal is to prevent the spill from reaching a storm drain, an outside door, or a joint in the floor.
8. Alternatively, if the incidental release is in a containment area, it may be possible to pump the spill into a storage/holding container.

EMERGENCY RELEASE RESPONSE

For a release that does not qualify as an Incidental Release the follow the procedures below:

1. Stop the source of the leak if possible and safe by closing a valve or shutting off a pump.
2. Isolate the area of the spill by closing doors (if applicable).
3. All Carlisle employees, contractors, and visitors shall be evacuated from the affected area in accordance with the evacuation procedure.
4. If necessary, all Carlisle employees, contractors, and visitors should be evacuated from the building as a whole in accordance with the evacuation procedure.
5. Summon emergency response contractor to respond to the incident.
6. If the release is outdoors, establish fire prevention measures in the vicinity of the spill or leak. Divert traffic flow (vehicular and pedestrian) from the area.
7. Summon fire department assistance if necessary.

GENERAL INSTRUCTIONS FOR A N95 PARTICULATE RESPIRATOR FACE MASK

FITTING INSTRUCTIONS:

1. Cup the respirator in your hand, with the nosepiece at your fingertips, allowing the headbands to hang freely below your hand (Fig. 1).

2. Position the respirator under your chin with the nosepiece up. Pull the top strap over your head resting it high at the top back of your head. Pull the bottom strap over your head and position it around the neck below the ears (Fig. 2).

3. Place your fingertips from both hands at the top of the metal nosepiece. Using two hands, mold the nose area to the shape of your nose by pushing inward while moving your fingertips down both sides of the nosepiece (Fig. 3). *Pinching the nosepiece using one hand may result in improper fit and less effective respirator performance. Use two hands.*

4. Perform a seal check prior to each wearing. To check the respirator-to-face seal, place both hands completely over the respirator and inhale sharply. Be careful not to disturb the position of the respirator. A negative pressure should be felt inside the respirator. If air leaks around nose, readjust the nosepiece as described in step 3. If air leaks at the respirator edges, work the straps back along the sides of your head. **If you CANNOT achieve a proper seal, DO NOT enter the contaminated area. See your supervisor.**

WARNING:

1. This product does not eliminate the risk of contracting any disease or infection.
2. Failure to follow all instructions and limitations on the use of this product could reduce the effectiveness of respirator and result in sickness or death.
3. Before occupational use of this respirator, a written respiratory protection program shall be implemented meeting all requirements of OSHA 29 CFR 1910.134 such as training, fit testing, medical evaluation, and the applicable OSHA's substance specific standards.
4. This product does not supply oxygen. Use only in adequately ventilated areas containing sufficient oxygen to support life. Do not use this respirator when oxygen concentration is less than 19.5%.
5. Do not use when concentrations of contaminants are immediately dangerous to health or life.
6. Leave work area immediately and return to fresh air if (a) breathing becomes difficult, or (b) dizziness or other distress occurs.
7. Facial hairs or beards and certain facial characteristics may reduce the effectiveness of this respirator.
8. Never alter or modify this respirator in any way.
9. Only for single use. No maintenance necessary. Discard the used respirator after single use.
10. Keep respirators in the display box away from direct sunlight until use.

CARLISLE ACKNOWLEDGMENT FORM FOR VOLUNTARY RESPIRATOR USE

Some Carlisle associates may chose to use filtering facepiece respirators, also referred to as N95 disposable dust masks, on a voluntary basis during activities that involve exposures to low-level, nonhazardous nuisance dust or other similar particulate. According to Carlisle Written Respiratory Program and Occupational Safety and Health Administration (OSHA) regulations, EVERY associate who wishes to wear a respirator voluntarily must read and sign the Carlisle Form for Voluntary Respirator Use acknowledging this information was reviewed with you. A copy of this acknowledgment will be kept in your medical file maintained by your HR department. The following information is copied from the OSHA Respiratory Protection Standard and pertains to the voluntary use of respirators. After reading the information below, please complete the section at the end of this form.

29 CFR 1910.134, Appendix D – (Mandatory) Information for Associates Using Respirators When Not Required Under the Standard

Respirators are an effective method of protection against designated hazards when properly selected and worn. Respirator use is encouraged, even when exposures are below the exposure limit, to provide an additional level of comfort and protection for workers. However, if a respirator is used improperly or not kept clean, the respirator itself can become a hazard to the worker. Sometimes, workers may wear respirators to avoid exposures to hazards, even if the amount of hazardous substance does not exceed the limits set by OSHA standards. If your employer provides respirators for your voluntary use, or if you provide your own respirator, you need to take certain precautions to be sure that the respirator itself does not present a hazard.

You should do the following:

1. Read and heed all instructions provided by the manufacturer on use, maintenance, cleaning and care, and warnings regarding the respirators limitations.
2. Choose respirators certified for use to protect against the contaminant of concern. NIOSH, the National Institute for Occupational Safety and Health of the U.S. Department of Health and Human Services, certifies respirators. A label or statement of certification should appear on the respirator or respirator packaging. It will tell you what the respirator is designed for and how much it will protect you.
3. Do not wear your respirator into atmospheres containing contaminants for which your respirator is not designed to protect against. For example, a respirator designed to filter dust particles will not protect you against gases, vapors, or very small solid particles of fumes or smoke.
4. Keep track of your respirator so that you do not mistakenly use someone else's respirator.

Type of Respirator(s) to be worn voluntarily (without further management approval): *N95 Particulate Respirator Face Mask (IF a tight-fitting elastomeric respirator or other specialized respirator is approved to be voluntarily worn by management it should be added to the list above.)*

The filtering facepiece respirator you have elected to use is approved, when fitted properly, for use against nuisance non-hazardous particulate (e.g., fiberglass, sheet rock dust, sawdust, dirt, pollen, animal dander). It will not provide protection from any chemical vapors such as those associated with spray paints or solvents. It is not intended for use during work that may involve exposure to airborne asbestos fibers, silica dust, or lead dust.

I _____ (print name) **have read the above information and understand my responsibilities for voluntarily wearing a respirator**

Signature _____ Date _____

Make copy of this completed acknowledgment and submit to HR

CARLISLE SAFETY HANDBOOK ACKNOWLEDGMENT

Name: _____ Trainer: _____

Items Covered in the Carlisle Safety Handbook:

- Welcome
- Carlisle's Safety Culture
- General Safety Guidelines
- Emergency Procedures
- Carlisle Safety Rules
- Injury/Illness Treatment
- Lockout/Tagout
- Electrical Safety
- Elevated Work
- Confined Spaces
- Mobile Equipment
- Machine Guarding
- Cranes, Hoists and Lifting Devices
- Automobiles
- Bloodborne Pathogens
- Contractor Safety
- Ergonomics
- Fire Prevention
- Hazard Communications
- Signs and Tags
- Asbestos
- Heat Stress
- Cold Stress
- Personal Protective Equipment
- Eyewear
- Hearing Conservation
- Footwear
- Gloves
- Respirators
- High Visibility
- Jewelry
- Environmental
- Sustainability
- Spills
- Compliance
- Workplace Violence

I understand my responsibilities for the above listed items.

Signature _____ Date _____

Trainer Signature _____ Date _____

Make copy of this completed acknowledgment and submit to HR

PRODUCTION FLOOR SAFETY WALK ORIENTATION CHECKLIST

Plant Location: _____ Division: _____

Name: _____ Trainer: _____

Emergencies	◯ Location of Evacuation Rally Points (Primary and Secondary) ◯ Location of Inside Severe Weather Rally Points ◯ Location of First Aid Cabinets ◯ Location of List of First Responders ◯ Locations of AEDs ◯ Location of Eyewashes ◯ Location of Fire Extinguishers ◯ Location of Spill Kits ◯ Location of Any Asbestos
Machine Safety	◯ Location of Lockout Procedures ◯ Location of Emergency Stops ◯ Location of Emergency Pull Cords ◯ Location of Machine Guards and Safety Interlocks ◯ Location of Any Confined Spaces in Work Area ◯ Location of any Other Safety Equipment (Such as Mill Rescue)
Chemical Safety	◯ Location of Safety Data Sheets ◯ Location of Harmful Chemicals in Work Area ◯ Location of Flammables ◯ Location of Bounding/Grounding Equipment ◯ Location of Any Active Hazard Monitoring Systems (Such as Flammable Vapors)
General Safety	◯ Location Where to Get PPE ◯ Review How to Wear Required PPE ◯ Review PPE Requirements of Work Area ◯ Location of Safety Communication Board ◯ Location of Designated Walkways ◯ Review all Safety Signage in Work Area ◯ Review all Other Posted Safety Procedures (SOPs/JSAs) in Work Area ◯ Review Required Ergonomic Lifting Devices in Work Area

I understand my responsibilities for the above listed items.

Signature _____ Date _____

Trainer Signature _____ Date _____

Make copy of this completed acknowledgment and submit to HR

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CARLISLE COMPANIES INCORPORATED

16430 North Scottsdale Road, Suite 400 · Scottsdale, AZ 85254 · 480.781.5000

www.carlisle.com

CCM-8217 – Safety Orientation Guide August 2025