

	SECTION:	GLOBAL POLICIES
	SUBJECT:	OCCUPATIONAL HEALTH & SAFETY POLICY
	ISSUE DATE:	MARCH 2, 2021

TITAN INTERNATIONAL, INC.

Occupational Health & Safety

At Titan International, Inc. (“Titan” or the “Company”) we strive to offer a safe work environment for all of our employees. The wellbeing of our employees is a pivotal aspect of our success and continuity. We are committed to strictly follow all applicable legislation and regulations at each of our facilities and subsidiaries. These occupational health and safety guidelines have been approved by Titan’s Board of Directors and senior management and are in line with their commitment to constant improvement in the Company’s health and safety performance across all its operations.

Our employees are expected to perform their tasks with integrity and discipline. Each one of them has the responsibility to create and maintain a safe work environment by following these guidelines:

- Perform their tasks in a manner that does not jeopardize their safety or the safety of their colleagues
- Follow and make sure that others follow relevant health and safety procedures, federal and local regulations, and instructions in connection to their work
- When requested, support management to ensure that everyone will follow relevant health and safety procedures, including contractors and visitors
- Only perform or oversee tasks that they are sufficiently trained for, have the required skills to perform, or possess the necessary medical fitness to perform
- Make sure they are sufficiently rested and alert to perform their assigned work
- Stay up-to-date about the emergency procedures at their location
- Immediately report any instance of accident or injury, illness, unsafe or unhealthy condition, incident, spill, or release of materials to the environment to local management in order to allow a prompt response

Titan will not tolerate the following actions from its employees:

- Working under the influence of drugs or alcohol, including improper use of medication
- Working with the possession of firearms or other objects that can cause harm to themselves and their colleagues, such as blades and razors
- Continuing to work when the environment becomes unhealthy or unsafe, including but not limited to if the location is contaminated with hazardous substances, breaches in security and safety procedures have occurred or an evacuation procedure is initiated.

Managers

As they are essential to guarantee the overall health and safety of the employees at their facility and those reporting to them, Titan requires its managers to:

- Ensure there is an adequate health and safety management system for their locations and their teams

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- Be aware of health and safety hazards, as well as control risks arising from their team and their location
- Periodically review and always follow all applicable federal and local health and safety regulations
- Immediately report all incidents, accidents and near misses in accordance with reporting requirements, including thorough investigation, follow-up and communication of lessons learned
- Make sure that employees, contractors and visitors have adequate health and safety information and training relevant to their roles and activities

Monitoring

At Titan, we are continuously working to improve the health and safety procedures in all of our facilities through leadership, accountability, vigilance and teamwork. To monitor our performance, Titan will create procedures to track all relevant incidents and statistics related to health and safety, including:

- Incidents of employees injured while performing their work
- Cases of occupational disease in all our facilities
- Number of work-related fatalities per facility

The disclosure of these incidents, after being reviewed by senior management, will be defined in the future.