

## *ENVIRONMENTAL HEALTH AND SAFETY POLICY*

Lincoln Electric's commitment to providing the most innovative, cost-effective, quality welding and cutting solutions is one that has guided our company for more than 100 years. Environmental performance and protection of our employees' health & safety are integral to upholding our reputation as welding industry leaders.

The management of Lincoln Electric Company of Canada LP (Lincoln Electric) strives to protect the environment, conserve natural resources and protect the health and safety of our employees. To that end, we at Lincoln Electric are committed to:

- Continual improvement of our environmental and our occupational health & safety (EHS) performance by implementing and reviewing EHS management systems.
- Obey all applicable environmental, occupational Health & safety laws, regulations and other requirements related to the company's environmental aspects.
- Protection of the Environment, Prevention of Pollution and occupational illness/injury.

The Lincoln Electric management team is responsible for implementing programs and setting objectives to protect the environment, reduce resource consumption, and to provide and maintain a safe & healthy work place.

Supervisors are responsible for ensuring that the safe & healthy conditions are maintained in their areas and that their employees comply with the company's procedures.

Each worker is responsible for following company procedures, and has a duty to report all unsafe or hazardous conditions to their supervisor.

A handwritten signature in black ink, appearing to read "Adel A. Mir".

Adel A. Mir  
President  
Lincoln Electric Company of Canada LP

April 2019