

# Safety and Health Policy

## Applies To

This policy applies to all owned or leased 3M manufacturing, research & development (R&D), pilot plant, warehouse, distribution, office, customer technical center, customer innovation center sites.

## Introduction and Background or Purpose

3M recognizes the importance of safety and health to business success. 3M management has set forth requirements to assure identification and management of health and safety risks and compliance with country and state laws. Expectations are established to comply with 3M health and safety standards and its legal obligations including country, local and all other applicable statutory provisions and relevant codes of practice in order to continuously improve performance and be a leader in safety and health.

## Requirements

Overall accountability for ensuring compliance with these requirements is assigned to Management of 3M entities, Business Units, and employees with the support of Environmental, Health, Safety & Product Stewardship, and Occupational Medicine.

3M is committed to the safety and health of all its employees and will provide a safe and healthy workplace worldwide. Hazards in 3M's workplaces must be well understood and effectively managed to protect 3M employees, visitors, facilities, and surrounding communities. To perform job duties effectively, employees at all levels are accountable for workplace safety and health, and must be committed to:

- Incorporating appropriate safety and health considerations into daily job duties and business decisions.
- Meeting or exceeding applicable health and safety laws and regulations, the requirements of 3M's Environment, Safety and Health Management Standard and other related 3M Policies and Standards.
- Designing, maintaining and operating equipment, facilities and processes in a safe manner.
- Using process hazard management systems to prevent hazardous chemical releases or conditions that have the potential to cause fires or explosions.
- Developing and participating in training and education programs to manage health and safety risks both on and off the job.

- Communicating with management and coworkers about working conditions perceived to be unsafe or hazardous and, as appropriate, shutting down any operation deemed to be operating in an unsafe condition.
- Sharing the results and conclusions of safety and health studies and contributing to the actions taken.
- Participating in safety incident and illness investigations, audits and follow-up activities.

This policy applies to Health and Safety related to the business operations excluding Product Health and Safety. Health and Safety expectations related to 3M products is addressed in the Product Safety and Health Policy.

Failure to comply with these requirements may result in discipline, up to and including termination of employment.