

Employee Input Helping Us Play It Safe

Our HS&E policies ensure our employees have a voice and can take action so they feel protected and safe in our workplace. If employees observe an unsafe condition, potential hazard, or dangerous practice, they:

- Are expected to address the topic with their coworker or supervisor
- Can report the topic to their local HS&E representative or to our confidential ALERTline

ALERTline is set up to also report safety topics concerning our suppliers, customers, and business partners.

Workplace Safety and Security Policies

In addition to our Health, Safety and Environmental (HS&E) Policy, we protect our employees by establishing other policies so they can feel safe and secure in the workplace.

- **Workplace Violence Policy:** Prohibits violence, threats, and other behaviors that disrupt the workplace or put employees at risk
- **Anti-Harassment Policy:** Establishes zero tolerance for bullying, intimidation, or any conduct that may be considered harassment or lead to harassment, or creates a hostile environment for anyone
- **Drugs and Alcohol Policy:** Guards against the misuse and abuse of drugs and alcohol that can impair judgment, create health risks, and endanger all employees
- **Weapons Policy:** Prohibits firearms, ammunition, explosives, weapons, and dangerous instrumentalities of any kind

Healthcare and Wellness Benefits

We offer benefit and compensation programs that are among the best in the industry to reward the talented people who make our company successful. Benefits that give our employees and their families peace of mind as well as contribute to their overall well-being include:

- Comprehensive medical plan options with built-in prescription drug benefits
- Dental and vision coverage options
- Healthcare and dependent care spending accounts (HSAs, FSAs)
- Supplemental life insurance
- Short-term and long-term disability coverage
- Paid vacation time and company holidays
- Employee Assistance Program available to employees and their family members for company-paid help such as counselor visits, or drug and alcohol treatment

In addition, our GPI Fit wellness program enables our employees and their enrolled spouses to earn funds for their HSA based on the completion of wellness activities.