

# **KAMAN CORPORATION SAFETY POLICY SUMMARY**

## **INTRODUCTION**

Kaman Corporation and its subsidiaries (the "Company") recognize their obligations as corporate citizens to carry out their activities in compliance with all laws that contribute to a clean and safe work environment. It is, therefore, the policy of the Company, that all of its employees comply with applicable workplace safety laws and regulations. No officer, employee, representative or director of the Company has any authority to knowingly engage in conduct that does not comply with this policy or to authorize, direct, approve or condone such conduct by any other employee, officer, representative, or director. Workplace safety protection and compliance require attention at every level of the Company.

## **SAFETY PRINCIPLES**

To further this policy, all business units of the Company will observe the following principles when conducting their operations:

- (a) Comply with applicable government safety laws and regulations.
- (b) Engineer facility modernization and expansion with the consideration to safety performance including minimizing accidents and injuries.
- (c) Evaluate equipment, processes, and materials in terms of hazard and risk through risk assessments or other equivalent methods.
- (d) Provide education and training programs that emphasize the individual's responsibility for health and safety decisions and actions.
- (e) Minimize exposures to hazardous materials by eliminating, decreasing, or minimizing the use of these materials when technically and practically feasible.
- (f) Seek to continually improve safety management systems and processes when technically and practically feasible.

## **SAFETY POLICY**

The Company's policy is to observe and comply with safety laws and regulations applicable to each facility, regardless of whether such law is discussed in this document. It should not be assumed that an activity is unregulated because the Company has never been informed by regulatory agencies or that it has not previously resulted in enforcement actions. It is the Company's policy that:

- (a) All employees should conduct their work in accordance with the safety regulations when performing their jobs.
- (b) All safety reports prepared by employee are to be accurate to the best of such individual's knowledge and belief.
- (c) Any self-monitoring or sampling of Company compliance activities (e.g. industrial hygiene monitoring, etc.) must be collected and analyzed in accordance with protocols acceptable to the government safety agency.
- (d) Workplace injuries and illness are recorded and reported to the government safety agencies as required by law.
- (e) Employees reporting suspected violations of safety laws must report the violations to their managers/supervisors. No one shall be subject to disciplinary action for making a good faith report.
- (f) Contacting any governmental authority regarding compliance or enforcement actions is to be coordinated with the Kaman Corporate Office.
- (g) The Corporate Legal Department and the Corporate ESRM Department are required to be contacted prior to contacting any governmental authority regarding compliance or enforcement actions such as regulatory inspections.
- (h) The Safety Compliance Officers will take prompt actions of remedial measures.

## **IMPLEMENTATION OF THE POLICY**

The responsibility for ensuring Company-wide compliance with all safety laws and with this Safety Policy rests with the most senior manager at the facility all of whom are designated as Safety Compliance Officers.

This Safety Policy is a supplement to Kaman Corporation's Code of Business Conduct and any compliance questions or suspected violations may be reported to any Company Compliance Officer or to the Company's Chief Compliance Officer, either directly or through the Kaman Corporation 'Hotline'. The full text of the Safety Policy is available through your Supervisor.

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