



# Global EHS&S Policy



Cooper Tire & Rubber Company is committed to the health, safety and security of its employees, contractors and the community, and the protection of the environment in the communities where we operate. We believe that work-related illnesses, injuries, security and environmental incidents are preventable. It is our vision to have all employees and contractors working safely and in an environmentally responsible manner 100 percent of the time.

Through management leadership and employee engagement, Cooper will:

- Conduct business in a manner that ensures compliance with applicable Environment, Health, Safety and Security (EHS&S) regulations, customer expectations and Cooper's EHS&S requirements;
- Create a Drive-to-Zero culture that strives to prevent work-related injuries, illnesses and safety and environmental incidents;
- Implement and validate our health, safety, security and environmental management system into business planning, decision making, and daily activities to ensure alignment with global standards and continually improve EHS&S performance;
- Provide the training and resources necessary to work safely and in an environmentally sound manner, and hold employees and contractors accountable;
- Effectively communicate with our employees and other stakeholders regarding EHS&S commitments, expectations and performance;
- Optimize energy selection and use, to reduce impacts to the environment, minimize greenhouse gas emissions, reduce climate impact and give preference to renewable energy sources when feasible;
- Design products to reduce consumption of natural resources and energy requirements, to reduce waste and emissions, and include end-of-life management to maximize overall product functionality;
- Promote environmental awareness and engagement among employees and support public policies that lead to sustainable development;
- Collaborate with our suppliers to reduce risk and improve EHS&S programs and performance, and
- Audit our EHS&S systems and performance to align with our EHS&S Policy

A handwritten signature in blue ink, appearing to read "Brad Hughes", written over a horizontal line.

Brad Hughes  
President & Chief Executive Officer