

## Occupational Health & Safety (OH&S) Fact Sheet

Last Updated: September 2025

### 1. OH&S Management (GRI 3-3)

Occupational Health & Safety (OH&S) is a key and material topic for Worthington Enterprises because it directly impacts the well-being of employees and contractors, as well as business performance. Robust and effective safety management helps to reduce or eliminate injuries in the workplace, leading to more engaged and productive employees. Conversely, poor OH&S management could result in serious injuries or health incidents, legal and financial liabilities, and reputational damage. By ensuring a proactive safety culture and preventing incidents, the Company not only avoids negative outcomes but also creates positive impacts such as improved morale and operational efficiency.

#### o **Commitment**

Worthington Enterprises has a formal commitment to health and safety. The Company's Sustainability Policy explicitly states commitment to providing a safe and healthy working environment and to continually improving the OH&S management system, LiveSafe, at all sites while meeting or exceeding all regulatory requirements. The Corporate Environmental, Health and Safety (EH&S) department established the LiveSafe framework which is implemented by the EH&S manager locally at each facility. Whenever possible, Worthington Enterprises also commits to engaging employees in executing the OH&S management system and applying the hierarchy of controls to eliminate hazards and reduce risks. This policy serves as a foundation for LiveSafe and guides OH&S practices Company-wide.

#### o **Actions**

Worthington Enterprises implemented a comprehensive OH&S management system, LiveSafe, to identify and mitigate safety risks and continually improve performance. Through this system, Worthington takes proactive measures to prevent and minimize potential negative impacts: hazards are regularly identified and addressed using risk assessments and the hierarchy of controls (described later in section 5) and safety procedures are standardized across the Company. When incidents do occur, they are thoroughly investigated, and corrective actions are taken to remediate issues and prevent recurrence. The Company also capitalizes on potential positive impacts of strong OH&S performance; for example, a safer workplace drives higher employee

engagement and productivity, which is viewed as a competitive advantage for Worthington Enterprises.

- **Monitoring**

Worthington Enterprises tracks the effectiveness of its OH&S management through defined processes, metrics and goals. LiveSafe is used to collect OH&S performance data at each facility (including all incident reports and training information). EH&S management analyzes this data to ensure compliance and to benchmark progress against safety objectives. The Company has established clear targets (e.g., injury rate reductions, audit scores – see section 2) and regularly reviews performance relative to these targets. OH&S performance metrics are reviewed by corporate leadership and reported quarterly to the board of directors, ensuring high-level oversight. In addition, internal audits and safety committee meetings facilitate ongoing evaluation and learning. Lessons learned from incidents or audits are incorporated into updated procedures and training as part of Worthington's continuous improvement approach.

Please see the appendix in our [2025 Corporate Citizenship and Sustainability Report](#) for our OH&S-related metrics.

- **Stakeholder Engagement**

Worthington Enterprises engages its stakeholders, especially employees, in managing and evaluating OH&S initiatives. Employees participate in incident investigations and safety committees and are encouraged to report hazards and suggestions (see section 4), providing ground-level insight into what is working and what needs improvement. This front-line feedback has informed actions such as enhanced training programs and helped verify whether safety interventions are effective. By involving employees and, where appropriate, contractors in their OH&S processes, Worthington Enterprises ensures that those most affected by health and safety measures have a voice in shaping them, thus improving overall effectiveness.

## **2. Targets to Improve OH&S Performance**

Worthington Enterprises maintains a perennial overarching goal of zero injuries to any personnel – employees, contractors and visitors. The Company has also defined several annual OH&S objectives to drive continual improvement in safety performance. Those annual objectives are:

- 100% employee engagement in the EH&S system (e.g., participation in safety programs reporting)
- Facilities meet or exceed their individual maturity assessment goals

- 90% on-time completion of corrective actions from audits or incidents
- At least 90% completion rate quarterly for required safety training
- Health & Safety compliance audit score above 90%
- Total Recordable Incident Rate (TRIR) at or below 1.00
- Days Away, Restricted or Transferred (DART) rate at or below 0.70

These targets reflect a focus on realistic, data-driven improvements and they indicate that WOR is striving for reductions in injury rates and high levels of safety compliance and participation.

While the Company's published goals do not explicitly include contractor incidents, Worthington Enterprises does require all contractors on its premises to adhere to the same safety standards and procedures as employees. Contractor safety is managed through a separate program (see section 9), so any contractor-related incidents are tracked and addressed even if they are not counted toward the employee injury-rate targets.

### **3. OH&S Management System (GRI 403-1, 403-8)**

#### **o Managerial Responsibility and Standards**

The Corporate EH&S department establishes the scope and framework of the LiveSafe management system, while each facility's EH&S manager is responsible for implementing and managing the program locally. OH&S performance is also monitored at the executive level – senior management regularly reviews safety results, and the board of directors receives OH&S performance reports quarterly.

LiveSafe is based on the ISO 45001 international standard for occupational health and safety management systems. It covers 100% of Worthington's sites and employees, ensuring compliance with all applicable safety laws and regulations (such as OSHA in the United States) and equivalent requirements in other countries.

#### **o Scope**

All employees and contractors working on the premises of Worthington Enterprises are required to follow the Company's safety policies and procedures, meaning the OH&S system effectively extends to anyone performing work under the Company's operational control.

#### **o Audits**

LiveSafe is regularly audited by Worthington's Corporate EH&S department, with 100% of facilities covered in a three-year cycle. These audits evaluate compliance with OH&S procedures and identify areas for improvement. Currently, no Worthington Enterprises facilities maintain external OH&S certifications or accreditations (for example, ISO standards) that require periodic third-party inspections.

- **Emergency Preparedness**

As part of the OH&S management system, each facility maintains emergency preparedness and response plans to handle potential crises (such as fire emergencies, chemical spills, severe weather, etc.). Worthington's procedures (e.g., Emergency Action Plans) are developed and implemented to ensure readiness for such events. These plans are typically created by EH&S professionals and approved by management, and they are practiced via drills or training. Emergency preparedness is integrated into LiveSafe so that all sites can respond quickly and effectively to protect worker safety in emergency situations.

#### **4. Worker Participation, Consultation and Communication (GRI 403-4)**

All employees are encouraged to participate in the safety process. LiveSafe emphasizes local employee involvement where workers are expected and empowered to identify potential hazards, suggest safer methods or process improvements, and report any incidents or near misses they observe. This open-door policy for safety feedback ensures that those on the front lines can directly influence OH&S practices. Management consults employees (both through committees and informally) when investigating incidents, updating procedures or assessing risks, to incorporate their practical knowledge of the work. Additionally, leaders within the Company purposefully engage employees in both proactive and reactive safety conversations that facilitate learning and continual improvement of OH&S systems.

Worthington Enterprises uses multiple channels to communicate relevant OH&S information to workers. Regular safety briefings are held at facilities (often as daily or weekly "toolbox talks" or pre-shift meetings) to share information on recent incidents, changes in procedures or safety tips. The safety committees and EH&S managers also disseminate information from corporate (such as new safety initiatives or lessons learned from across the Company) to all employees. In addition, key policies and procedures are readily accessible (posted on bulletin boards or intranet sites) and required training helps ensure that everyone is informed about OH&S expectations.

- **Safety Committees**

Approximately 70% of Worthington Enterprises' facilities have a joint worker-management safety committee composed of cross-functional employees. These committees meet regularly to discuss safety issues, review incidents and recommend improvements. Committee members receive additional safety training and serve as safety ambassadors, helping them to communicate OH&S priorities and best practices to all employees at their facility. (At facilities without a formal safety committee, Worthington Enterprises still ensures employee involvement through other means such as regular all-hands safety meetings or direct consultation between employees and EH&S staff.)

Where formal joint management-worker safety committees exist, they have defined responsibilities and authority. These committees typically include hourly workers as well as management/EH&S personnel. They meet on a regular schedule (e.g., monthly) to review safety performance and drive improvements. They have the authority to elevate safety concerns to management and to influence decisions on safety investments or policy changes. Importantly, no group of employees is excluded from the safety dialogue.

#### **5. Hazard Identification (for both injuries and ill health), Risk Assessment and Incident Investigation (GRI 403-2, 403-3, 403-9, 403-10)**

Worthington Enterprises identifies hazards and assesses risks through a collaborative, systematic process involving cross-functional teams that include EH&S experts, engineers and affected employees. The primary tool used is Failure Mode and Effects Analysis (FMEA). This tool identifies safety risks by evaluating their severity, probability and the effectiveness of existing controls, which are then combined into a Risk Priority Number (RPN) to prioritize actions with a continuous improvement goal of reducing risks to ALARA (As Low As Reasonably Achievable). Specialized assessments are conducted for areas such as personal protective equipment (PPE) usage, machine guarding, chemical exposure, ergonomics, noise, heat, fatigue, etc. Employees are trained to manage risks associated with non-standard tasks and are instructed in how to conduct risk analysis prior to work being undertaken. Risks are mitigated following the hierarchy of controls, emphasizing elimination and engineering solutions before relying on administrative practices or PPE. Risk assessments are reviewed and updated after incidents, changes in procedures or improvements, ensuring relevance and compliance. Worthington Enterprises places special focus on high-impact hazards; for example, the Company has defined 15 "Life & Limb Threatening Hazards" (LLTH) such as fall protection, pedestrian safety, electrical safety, etc., which receive heightened attention during risk assessments and audits.

Worthington Enterprises ensures that qualified OH&S professionals and resources are in place to support hazard identification and control. Each facility has an

EH&S manager (trained in safety management) who leads local hazard assessments and ensures quality implementation of controls. The Corporate EH&S team provides technical support, standardized tools and oversight. Specialized functions like industrial hygiene (monitoring chemical, noise or ergonomic hazards) and occupational health services are also utilized. For example, Worthington Enterprises conducts both qualitative and quantitative industrial hygiene assessments to evaluate exposure to chemicals and noise and uses the results to inform controls. In facilities with higher ergonomic risk (e.g., repetitive or heavy lifting jobs), Worthington Enterprises even provides onsite athletic trainers to teach proper body mechanics and stretching exercises to prevent injuries. The Company also leverages external expertise as needed – ergonomic assessment tools are vetted by corporate EH&S or conducted with reputable ergonomics consultants to ensure high quality hazard evaluations. These measures ensure that workers have access to professional OH&S services and that hazard identification efforts are thorough and credible.

- **Actions to Eliminate Identified Hazards and Minimize Risks**

When hazards are identified, Worthington Enterprises applies the hierarchy of controls to eliminate or mitigate them. This means the Company prioritizes elimination, substitution or engineering controls (e.g., machine guarding, safety interlocks, alarms) to mitigate dangers, uses administrative controls and visual workplace measures (like signage, floor markings) to reduce exposure and provides PPE as a last line of defense. For every significant hazard identified, appropriate control measures are determined. These controls are implemented to prevent the risk or to detect and address the hazard before it causes harm. Through LiveSafe, best practices and control solutions are shared across all facilities to address similar hazards Company-wide.

- **Hazard / Incident Reporting and Protection from Reprisals**

Workers play a critical role in hazard identification by reporting unsafe conditions, near misses and incidents. Worthington Enterprises encourages all employees to promptly report any hazard or potential hazard they see, as well as any incident or injury, no matter how minor. Multiple reporting channels are available (e.g., telling a supervisor or EH&S manager, submitting a report in the safety software or raising it in safety meetings). The Company fosters a no-blame culture where reporting is recognized as a preventive action.

Critically, employees have the right to refuse unsafe work and immediately remove themselves from danger if they feel at risk – and they are assured they will not face any retaliation for doing so. This empowerment helps hazards be identified early before they result in harm. This policy is communicated to workers

and backed by leadership, fostering an environment of trust where safety concerns and suggestions can be raised openly and addressed promptly.

- **Incident Investigation and Corrective Actions**

Every incident (including injuries and near misses) is investigated to determine root causes and prevent recurrence. Worthington Enterprises uses a formal incident investigation process led by a cross-functional team headed by the site EH&S manager. The investigation team analyzes what happened in depth, identifies underlying causes (e.g. equipment failure, human error, process gap) and then develops corrective actions. Corrective actions might include engineering fixes, updates to procedures, retraining of employees or other measures. Worthington Enterprises tracks all incidents and the status of corresponding corrective actions using an incident management software system. This ensures accountability – actions are assigned and must be completed on time. Worthington Enterprises even sets a target of 90% on time completion for corrective actions to measure this process. Lessons learned from incident investigations are communicated across the organization (e.g., via safety alerts or committee meetings) so that other sites can also mitigate similar hazards. This thorough incident investigation approach, combined with aggressive follow-up, helps continuously improve the safety management system.

## **6. Health & Safety Training (GRI 403-5)**

Worthington Enterprises provides extensive OH&S training to workers at all levels, ensuring that employees are prepared to work safely and are aware of workplace hazards and safe practices. Key elements of the health and safety training program include:

**General Safety Training:** All new employees undergo a comprehensive New Employee Safety Orientation (NESO) during their first week of employment when they join Worthington Enterprises. This orientation covers general safety rules, hazard awareness, emergency procedures and the basics of the LiveSafe system. General safety training is not a one-time event; rather, it's continuous. Employees attend monthly training sessions covering 21 safety topics (such as hazard communication, fire safety, heat stress, PPE use, etc.) over the course of a year. Training is delivered through multiple formats: toolbox talks at the start of shifts, classroom-style sessions, hands-on drills and e-learning modules, as appropriate.

**Certification Safety Training:** Employees in specific roles receive additional specialized training that is tailored to their job duties and responsibilities. When an employee moves into a role that requires specialized operational knowledge

(such as forklift or crane operations, confined space entry, lockout, etc.) they are given certification training that provides them with the skills and expertise necessary to perform their work safely. Recertification is required at specific intervals, depending on the subject. This training is typically conducted in classroom-style sessions and, at times, may be provided by specialists or consultants from outside of the Company.

**Job-Specific Safety Training:** All employees, regardless of their role, receive on-the-job training that integrates job-specific safety information relevant to their duties. Depending on the nature of the job assignment, job-specific safety information may be embedded within work instructions or may exist more formally in training checklists.

**Culture-Focused Safety Training:** Beyond standard training, Worthington Enterprises invests in cultivating a strong safety culture through training that aims to improve communication, leadership skills and adult-centered learning, amongst other things. As an example, over 300 managers and supervisors (including senior executives) have participated in specialized safety leadership workshops and that training is ongoing as employees are promoted into leadership roles. Additionally, Worthington Enterprises offers training to its plant level trainers to better prepare them with the skills necessary to teach and coach their adult peers. These types of culture-focused learnings help to reinforce the Company's commitment to health and safety at every level.

**Contractor and Visitor Safety Training:** Worthington also requires safety orientation for contractors and visitors on site. Contractors must watch a safety video and complete orientation before starting work, and visitors are briefed on basic safety rules via the Visitor Safety Program. This ensures everyone on premises, not just employees, receives some safety instruction.

## 7. Performance Monitoring and Measurement

Worthington Enterprises closely monitors and measures its OH&S performance using a variety of tools and indicators, enabling the Company to track progress and drive accountability for safety outcomes. The performance monitoring framework includes:

**Data Collection:** The LiveSafe system serves as a central repository for safety data from all facilities. This includes all incident and injury reports, near-miss reports, audit findings, safety observations, and training records. By capturing data at the facility level in a standardized way, Worthington Enterprises can analyze trends and performance enterprise wide. For instance, incident rates, common root causes or training completion rates can be compared across different plants or business units.



**Key Performance Indicators (KPIs):** Worthington Enterprises uses both leading and lagging indicators to evaluate OH&S performance. Leading indicators tracked include things like maturity assessments, number of safety audits completed, percentage of safety training completed, number of hazards/near-misses reported and timely closure of corrective actions. Lagging indicators include traditional injury statistics such as the Total Case Incident Rate (TCIR) and DART rate, which measure work-related injuries and illnesses per 100 employees. Worthington Enterprises benchmarks these metrics against industry averages and its own targets. The Company's annual objectives (see section 2) reflect many of these KPIs – e.g., maintaining injury rates below certain thresholds, achieving >90% training, audit compliance and closure of corrective actions on schedule.

**Regular Reviews:** OH&S performance data is reviewed at multiple levels of the organization. At the facility level, EH&S managers and safety committees review local safety metrics (incidents, observations, etc.) in their meetings and adjust their action plans accordingly. At the corporate level, EH&S leadership analyzes Company-wide data to ensure compliance and progress toward goals. Senior executives receive OH&S performance reports on a routine basis (for example, in monthly or quarterly business reviews), and the board of directors is updated on safety performance every quarter. This top-level oversight underscores the importance of safety and allows leadership to allocate resources or attention to any areas of concern.

**Audits and Inspections:** As another form of performance monitoring, Worthington Enterprises conducts systematic OH&S audits. Internal EH&S compliance audits are carried out such that every facility is audited at least once every three years under the LiveSafe program. These audits measure how well each site is adhering to OH&S standards and identify any gaps. Findings from audits are tracked and must be addressed (with corrective action completion being one of the performance metrics). Additionally, routine inspections (by employees, supervisors or safety committees) and safety observations by employees act as ongoing checks on safety performance at the shop-floor level.

**Safety Training:** Each facility tracks the completion of required safety training, and corporate EH&S monitors training compliance across the Company. This ensures that everyone completes mandatory courses. Company leadership reviews general safety training metrics monthly to identify any gaps. Certification safety training is reviewed during internal audits and on-the-job training, which has a safety component, is tracked via shop floor software systems that ensure that employees have received appropriate training prior to operating equipment associated with their assigned duties.

**Reporting and Continual Improvement:** The collected metrics are compiled into dashboards or scorecards (the EH&S scorecard) that allow comparison against targets and identification of trends. Worthington Enterprises emphasizes transparency in these metrics internally: sites are aware of their performance relative to goals and best practices are shared when one site achieves excellent results. If performance falls short of a target, management develops improvement plans (for example, if a particular plant has a higher injury rate, it may receive focused support or intervention). Because the measurement system is tied into corporate goals and management oversight, it drives a cycle of continual improvement – data informs actions, and the results of those actions are measured in the next cycle.

Please see the appendix in our [2025 Corporate Citizenship and Sustainability Report](#) for our OH&S-related metrics.

## 8. Promotion of Worker Health (GRI 403-6)

In addition to preventing work-related injuries and illness, Worthington Enterprises promotes the overall health and wellness of its workforce through various voluntary programs and benefits. These initiatives help workers address non-work-related health risks and improve their well-being. The Company's efforts to promote worker health include:

**Wellness Program and Incentives:** All employees are eligible to participate in a comprehensive wellness program. Worthington Enterprises provides free health screenings (e.g., annual biometric screenings) and organizes Company-wide health challenges (such as fitness or step challenges). To encourage participation, the program offers rewards or incentives for employees who take part in these wellness activities and meet certain health goals. This motivates workers to engage in healthy behaviors.

**Onsite Health Facilities:** Worthington Enterprises makes it convenient for employees to pursue wellness by offering resources directly at work. For example, the Company operates an onsite medical center and pharmacy at its Columbus headquarters for employees' use. Additionally, most Company facilities have onsite fitness centers or gyms available to employees. Having fitness and basic medical services on location helps remove barriers to access, allowing workers to more easily exercise, get medical advice or fill prescriptions.

**Health Services and Programs:** The Company's wellness offerings cover a broad range of health services. Employees have access to confidential counseling and mental health support through an Employee Assistance Program (EAP), which provides free counseling sessions and a "work-life concierge" to help with personal needs. Nutritional counseling with dietitians and programs like weight

management are available. The Company also offers chiropractic care and exercise therapy for issues like back and joint pain. Periodic health fairs, onsite flu vaccination clinics, and other location-specific wellness events are provided to educate employees and keep them healthy.

**Flexible Benefits and Support:** Beyond formal wellness programs, the Company's benefits structure supports worker health. For instance, comprehensive medical insurance and disability coverage are provided, and the EAP and wellness programs are offered at no cost to employees. The range of services (mental, physical, nutritional, etc.) indicates that Worthington Enterprises addresses major health risks holistically, not just work injuries. By offering programs during work hours or on Company premises and covering costs, Worthington Enterprises facilitates easy access for employees to these health resources.

**Non-Employees' Access:** The Company's wellness benefits are primarily designed for employees. Workers who are not direct employees (such as contractors or temp staff) typically are not eligible for the full range of employee wellness programs. However, they do benefit indirectly from a healthy workplace culture – for example, on-site fitness facilities and health clinics contribute to a safer, healthier environment for everyone. In community outreach or health events, family members or community participants might also be included. Overall, the Company's promotion of worker health focuses on making health services convenient and attractive to its employees, thereby encouraging maximum participation.

## 9. Prevention and Mitigation of OH&S Impacts Through Business Relationships (GRI 403-7)

Worthington Enterprises recognizes that its health and safety responsibilities extend beyond its immediate employees to include contractors, suppliers and others in its value chain. The Company takes steps to prevent or mitigate significant OH&S impacts that are directly linked to its operations, products or services through these business relationships. Key approaches include:

**Contractor Safety Management:** Contractors working on Company premises or projects are held to the same high safety standards as Worthington Enterprises employees. The Company views contractors as an extension of its workforce and has instituted a rigorous Contractor Safety Program. Before any contractor begins work, they must be pre-qualified for safety: Worthington uses a third-party platform (ISNetworld, ISN) to evaluate and monitor contractors' safety records, safety programs and OSHA statistics. Contractors are required to complete a site-specific safety orientation (including reviewing Company safety rules and watching a safety training video) and acknowledge those requirements. Worthington Enterprises also provides free safety training resources to contractors via ISNetworld or recognized programs (like the National Safety Council) to help improve their safety

performance. During work, contractors are expected to follow all LiveSafe procedures and use appropriate PPE. The Contractor Safety Program's effectiveness is verified through audits – it is periodically included in internal LiveSafe audits to ensure contractors are being managed safely and compliance is maintained.

By actively controlling and guiding the safety of contractors, Worthington Enterprises mitigates OH&S risks that could arise from work done by third parties on its behalf.

**Supplier and Partner Standards:** Worthington Enterprises extends OH&S considerations into its supply chain and partnerships. The Company's Supplier Code of Conduct requires that suppliers operate in a safe and responsible manner, upholding standards that protect their workers' health and safety. Worthington Enterprises prefers to partner with suppliers and vendors that have strong safety practices and performance. As part of its broader sustainability strategy, Worthington Enterprises is implementing a Supply Chain Sustainability Management Program to assess suppliers on environmental, social, governance (ESG) criteria – this will include evaluating supplier safety metrics and policies, ensuring they align with Company expectations. By setting clear requirements and performing due diligence on supplier safety (and providing feedback or requiring improvements when necessary), Worthington Enterprises aims to prevent OH&S issues in its supply chain (for instance, to avoid sourcing from factories with unsafe conditions).

**Product Safety and Customer Health:** The OH&S impacts of the Company's products and services on end-users are also addressed. To prevent health and safety risks for customers or downstream users of its products, Worthington Enterprises ensures proper safety information and designs safety into its products. For example, the Corporate EH&S department prepares and distributes Safety Data Sheets (SDS) for all applicable products, which inform customers of any hazardous materials, safe handling instructions and emergency measures related to those products. Products (like certain industrial cylinders or tools) come with detailed safety and usage guidelines. Additionally, when developing new products, Worthington Enterprises follows processes (like stage-gate development with safety checkpoints) to ensure regulatory safety requirements are met and that products will be safe for their intended use. By proactively communicating hazards and ensuring product safety compliance, Worthington Enterprises mitigates OH&S risks that could be linked to its products in the hands of customers.

**Community and Other Relationships:** Worthington Enterprises also engages with the broader community and industry on safety matters. For instance, it participates in industry safety forums and shares best practices with peers. It is noteworthy that any significant safety impacts to local communities or partners are considered in the Company's risk management – such as emergency response plans that account for neighboring community safety. By maintaining high safety standards internally and



requiring the same of its business partners, Worthington Enterprises works to prevent negative OH&S impacts throughout its sphere of influence.