Social – Employee Health & Safety

Overview

When it comes to Safety at Albany, our aspirations are clear – zero injuries and zero incidents.

From the Board room to the shop floor to the field, we believe that no business objective is worth an injury. We believe in line accountability for safety. Our EHS professionals provide guidance, support and oversight. We expect all employees, at every level of the organization, to actively participate in safety, incident reporting, analyses, and improvement activity. Employee-identified "Hazard IDs" and suggestions are provided daily, leading to thousands of implemented safety improvements every year.

Safety leadership starts at the top. Our Board of Directors reviews safety at the start of every quarterly meeting. Our CEO and Segment Presidents open meetings with safety messages and discuss safety results and areas of focus in quarterly video messages to all employees. Given the importance that the company places on safety, the Board of Directors has tied a portion of each executive officer's compensation to the achievement of Total Recordable Incident Rate (TRIR) goals across the entire company.

Over the past 10 years, we have systematically and continuously reduced our TRIR; in 2020, we achieved a TRIR of 0.84 across the company. During those ten years, we have also had no fatalities.

On our safety improvement journey, we focus first on preventing Serious Injuries and Fatalities (SIFs) as a way to enhance our safety culture and to reduce all injuries. Our managers and supervisors routinely observe ongoing work and processes to confirm that all safety expectations are being met when working near hazards with SIF potential. They talk with employees about their work and listen to their suggestions, while seeking opportunities for further improvements. We have a process in place for reporting SIF-Exposures: near miss incidents that had the potential to be serious or fatal if circumstances had been different. They are immediately shared globally, with corrective actions required of all sites.

Key Initiatives

Health and Safety Management System

Our safety management system was developed based on regulations in the global locations in which we operate, such as those promulgated by OSHA (in the U.S.), EU-Osha (in Europe), Brazilian Regulatory Standards-NR (in Brazil), and The Occupational Health and Safety Act and Provincial regulations (in Canada). Our system goes beyond compliance and incorporates industry expert advice, identified global best practices, and internal risk analysis and management. Our system is harmonized across all global locations in 11 countries. It covers all employees and supervised contractors in all locations and is supplemented by a detailed and robust Contractor Safety Program.

Health and Safety Oversight and Governance

Health and Safety oversight is conducted by the Board of Directors and is reviewed in each board meeting. Our health and safety management system is led by the corporation's Vice President of Environment, Health & Safety, who works closely with a team of EH&S professionals across our global locations.

Hazard Identification, Risk Assessment and Incident Investigation

We use various documented risk assessment tools based on industry best-practices to identify hazards, rate risks, implement controls, and reevaluate residual risk levels. Work instructions clearly call out hazards and their expected controls, including required Personal Protective Equipment (PPE). We follow the Hazard Control Pyramid by striving first to eliminate hazards, then to implement engineering controls and administrative controls, and, as a final step, to utilize appropriate PPE.

All employees are expected to identify and submit all potential hazards they see in the workplace. These Hazard IDs are then captured and tracked to closure.

All employees are trained to stop work whenever they are uncertain of its safety via a process called Stop-Call-Wait. We do not tolerate any reprisals for stopping work or reporting a hazard concern.

We use diverse teams to investigate all incidents, including safety professionals, process engineers, maintenance engineers, area managers, and employees experienced in performing the specific task.

Occupational Health Services

We use a variety of occupational health services at our global facilities. Many sites have an occupational health nurse on site, either employed or contracted. Others have a contractual arrangement with a local occupational health clinic. We regularly utilize outside consultants and contracted services for industrial hygiene evaluations and improvements specific to the location and the nature of its work.

Worker Occupational Health and Safety Training

Health and safety training begins in the onboarding process and continues throughout each employee's career at Albany. All employees receive initial training and periodic refresher training on hazards that apply to their work. We focus on hazards with high risk, including Lockout/Tagout (control of hazardous energy), powered industrial trucks, hoists and cranes, overhead work/fall protection, confined spaces, machine guarding, and other essential safety devices. While our managers are leaders and role models of safety, employees at all levels are actively engaged in assuring their own and their colleagues' safety.

Worker Participation, Consultation, and Communication regarding Occupational Health and Safety Matters

We promote and expect worker engagement in all safety-related activities. All employees are engaged in hazard identification activities, design of work instructions, incident investigations, and continuous improvement activities such as Kaizen events, 5S teams, and targeted improvement projects.

Health and safety committees are comprised of workers, managers, and safety professionals and are operated in accordance with local regulations.

Health and Safety at Customer Sites

Our field engineers, who routinely work at customer sites, receive similar training to our manufacturing employees and are required to follow all Albany safety expectations. Additionally, field engineers receive training from, and are expected to follow all safety expectations of, the customers they support.

Related Policies/ Governance Documents

• *Albany International Health & Safety Policy*

Key Metrics

• COVID-specific inspections are conducted daily by supervisors to ensure COVID protocols are in place and being followed

• 77% decrease in Total Recordable Incident (2010-2020)

• Zero fatalities (2010-2020)

SASB Employee Health & Safety Disclosures

Albany International is categorized in the Industrial Machinery & Goods industry under the SASB's Sustainable Industry Classification System® (SICS®) and discloses information and data to that standard. Given the company's significant aerospace composites business, the company has elected to supplement its disclosure by reporting certain relevant Sustainability Disclosure Topics and Accounting Metrics contained in the SASB Aerospace & Defense standard. The reporting boundaries for the disclosure metrics below include all parent and consolidated subordinate entities of Albany International Corp.

ALBANY INTERNATIONAL

EMPLOYEE HEALTH & SAFETY					
SASB CODE	**ACCOUNTING METRIC**	**CATEGORY**	**UNIT OR MEASURE**	**DISCLOSURE**	
				2020	**2019**
RT-IG-320a.1	1) Total recordable incident rate (TRIR)	Quantitative	Rate/200,000 hours worked	0.84	1.40
	2) Fatality rate	Quantitative	Rate/200,000 hours worked	None	None
	3) Near miss frequency rate (NMFR)*	Quantitative	Rate/200,000 hours worked	3.27	2.78

*We have a program in place to encourage robust reporting of safety exposures. We expect all near-misses to be reported, no matter how small. This program is a key tool we use to identify and address potential hazards in the workplace. We value every opportunity to learn and improve in order to prevent injuries. As such, we believe our NMFR measures reflect the emphasis we place on identification of these potential risks.