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I. PURPOSE

This policy affirms Modine's (ie. The company's) commitment and responsibility to conduct worldwide business operations with health and safety of our employees and the communities in which we operate as a core value. Our program includes global health and safety standard operating procedures (SOPs), risk assessment and reduction, and compliance with all applicable federal and local regulations.

II. SCOPE

This policy applies to all employees, contractors, visitors, and suppliers of Modine Manufacturing Company and its worldwide subsidiary companies in all locations globally as well as remotely.

III. POLICY STATEMENT

Modine is committed to minimize the impact of its manufacturing operations on human health and to implement safety improvements that are consistent with the Company's business principles and values. This policy is the foundation of Modine's Health and Safety Management System and every employee is responsible for supporting the following principles to which the Company commits:

- Take a proactive approach to resolving health, and safety issues in order to provide safe and healthy working conditions.
- Promote and maintain safety systems and, through a behavior-based approach, and achieve personal accountability and responsibility for safety at all levels in the organization.
- Educate and train all employees to ensure appropriate safe practices are followed.
- Implement continuous safety improvements leading to the elimination of hazards, the reduction of injury and illness risks, and achievement of health and safety objectives.
- Comply with all local and federal safety and health laws wherever Modine operates.
- Consultation and collaboration with all employees.
- Continually improve our Health & Safety Management System.
- Ensure all workers and visitors are prepared in the event of an emergency and know how to report incidents.
- Involve all parties in our proactive safety and health programs: Reporting safety observations and near misses and knowing that anyone can stop work that is unsafe.

IV. COMPLIANCE RESPONSIBILITY

All employees are responsible for supporting the principles contained in this policy and working with fellow employees to continually improve the Company's health and safety performance. Management serves as role model for supporting these principles and is responsible for compliance with this policy within the area of their responsibility. The Company's Global EHS Director serves as the head of this program and is responsible for the issuance of relevant policies and programs.

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Failure to comply with this Policy may subject an individual to discipline, up to and possibly including dismissal for cause, whether or not the individual's failure to comply results in a violation of law.