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|  Corporate Safety Guidelines | Procedure Number <p style="text-align: center;">A 1.01</p> | Page <p style="text-align: center;">1 of 2</p> |
| | Effective Date <p style="text-align: center;">03-01-2020</p> | Superseded Procedure, Dated <p style="text-align: center;">08-01-2001</p> |
| Organizational Units Affected All Alamo Group Companies, their Employees, Directors and Officers | Approved By: D. Noel: Director EHS | |

SAFETY GUIDELINES


Alamo Group is committed to providing safe working conditions for all of our employees. Our employee's safety and health significantly contributes to the productivity and continued success of Alamo Group companies. Everyone's personal performance includes the responsibility for the safety of their coworkers as well as themselves.

All Alamo Group companies will promote an environment that empowers employees to communicate issues, conduct their work in a safe manner, and protect the health and safety of their co-workers.

- Communicate the importance of Safety to all employees
- Ensure Safety leadership is present and active on the shop floor
- Engage and communicate with our employees to develop productive, safe and efficient work procedures and conditions
- Establish an environment of trust at all levels based on actively caring for everyone
- Focus our communication and leadership to emphasize the value of safety to the company and to the welfare of the individual employee
- Strengthen procedures to emphasize safety as a core value rather than a task or a priority
- Promote safe and efficient work behaviors to improve production, quality and value

While productivity improvements contribute to the Company's growth and will continue to be an important performance metric, achieving those numbers at the cost of employee health is not acceptable. Our employee's safety is our social and business responsibility.

Everyone's commitment, energy and contributions will be required to achieve a safer work environment in our facilities. The Alamo Group Corporate staff is prepared to assist with support and training. Our continuing success can be achieved by working together to improve productivity and increase value with a reduction in injuries.

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SAFETY GUIDELINES

Alamo Group Safety Code of Ethics

- We hold safety and health as our highest core value.
- Executive management will lead the safety improvement process.
- Safety is a shared responsibility of everyone in our organization.
- Safety performance is a key indicator of organizational excellence and will be incorporated into our business process.
- We will communicate safety performance openly with employees, investors and the public.
- All employees will be given the knowledge and skills necessary to safely perform their jobs.
- We will extend our safety efforts beyond the workplace to include transportation, homes and communities.
- We will continually strive to improve our safety and health processes.