



## Lithia Company Policy on Occupational Safety Standards

Lithia has made a Company-wide commitment to protecting and promoting the health, safety and wellbeing of our employees and customers. Injury and illness losses from incidents are costly and preventable. In addition, safety is an important aspect of achieving our mission, “Growth Powered by People.” We all care about one another’s safety and share in the responsibility of fostering a safe workplace.

This policy is meant to serve as a baseline for our occupational standards for every Lithia-run facility. Employees are encouraged to be vocal in bringing attention to any perceived hazardous situations. Immediate reporting of unsafe conditions is paramount to reducing our risk of injury or illness.

Each of our Company locations is charged with forming a Safety Committee and meeting on a monthly basis. Safety Committees are key to promoting, maintaining and improving safety on an ongoing basis. The goals and duties of the committees are as follows:

### Goals

1. Assist in making continuous improvements to safety and health at the store.
2. Identify hazards and provide written recommendations for improvement to management.
3. Assist department managers in identifying training needs of employees.
4. Recognize accident causes to prevent future occurrences.
5. Enhance safety awareness among employees.
6. Coordinate with department managers to ensure the Emergency Action Plan will be implemented as necessary.
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### Duties

1. Investigate all incidents, including injury accidents, and make recommendations for corrective action necessary to prevent similar events.
2. Review workplace safety inspections and evaluate.
3. Promote accident and illness prevention programs for the Company.
4. Solicit employee comments and suggestions on issues relating to safety and health.
5. Ensure that written records of the safety committee meetings and related activities are posted for employees to review and are retained for three years.
6. Be available as the Emergency Coordinator in case of emergency, as outlined in the Emergency Action Plan.



7. Review monthly safety newsletter from Corporate and implement changes to store program based on changes to OSHA regulations.
8. Accommodate onsite OSHA inspections and assist in remediation efforts.

*Lithia Employee Assistance Program*

We recognize that the health and wellbeing of our employees encompasses more than our immediate physical safety. The Employee Assistance Program (EAP) was created to help our employees and their immediate family members through the pressures of day-to-day living. This benefit offers confidential, unlimited access to consultations to provide support and guidance for matters ranging from personal or family issues, such as grief and loss, to everyday topics such as basic tax planning. We want our Lithia team members to feel supported, because none of us should have to deal with life's changes alone.

This program includes three face-to-face counseling sessions per year, is completely confidential, and is paid for by Lithia.