



OCCUPATIONAL HEALTH AND SAFETY POLICY

Encore Wire Corporation (“Encore Wire”) strives to protect the safety and health of all employees who contribute to the fabrication, sale, and delivery of our products, including all our employees and the employees of our vendors, suppliers, partners, and customers.

Encore Wire operates from a single location in McKinney, TX on a 445 acre, 2.8 million square foot corporate campus. We manage all corporate activity, including sales, manufacturing, inventory, logistics, and delivery, from this campus and maintain no other corporate or manufacturing facilities, either domestically or internationally. All full-time employees report directly to our corporate campus.

This Occupational Health and Safety Policy applies to all Encore Wire operations, the facility that it manages and to all employees (full time, part time or contractors). We recognize that the success of our business and our health and safety efforts includes multiple stakeholders. Therefore, the standards set forth in this policy apply to all partners, suppliers, and customers of Encore Wire and we expect them to adopt similar policies within their global operations.

This policy incorporates standing policies, as cited, and addresses matters where no public policy previously existed. The Encore Wire Supplier Code of Conduct applies to directly our partners and suppliers and is aligned with the expectations and commitments set forth in this Policy. Policy elements may also be addressed in the Encore Wire Global Human and Labor Rights Policy.

Workplace Safety and Occupational Health

Encore Wire aims to provide employees with a healthy and safe working environment through our Environmental, Health, and Safety (EHS) platform. Our executive team and senior management are committed to the establishment of a healthy and safe workplace and to the integration of health and safety into all workplace activities. Encore Wire is committed to complying with all applicable safety standards and regulations, which we view as a minimal threshold for keeping our workers safe, while maintaining our focus on improving upon a world class safety environment, owned and embraced by all employees within Encore Wire.

For the health and safety aspects of our platform, we have established our “Target Zero” initiative to promote a world class safety culture by empowering employees through engagement, respect, integrity, and a commitment to do the right thing. The cornerstones of our Target Zero program are the Courage to Care and Stop Work Authority. Courage to Care encourages employees to engage and coach each other when an at-risk condition or act is observed. Stop Work Authority empowers all employees to immediately stop work if equipment is not safe to operate or if risk cannot be controlled or eliminated.

Encore Wire is committed to monitoring the effectiveness of our Target Zero initiative by regularly reviewing our safety objectives and targets. Executive leadership reviews recent safety metrics, injury trends, and hazard risk assessments to review our objectives and targets and to improve our policies. Every quarter, safety improvements plans are proposed, evaluated, and implemented.



Our safety leadership team is responsible for maintaining a healthy and safe workplace and to protect the well-being of all persons in our workplace. All EHS programs and policies are reviewed annually by our safety leadership team. Upon review, improvements are made as necessary to update best practices or policy changes. Any modifications are communicated to employees. We believe that our employees are our most valuable resource and their observations, feedback, and timely is critical to our success.

All levels of Encore Wire's management team are responsible for carrying out our health and safety protocols. Our EHS platform invests significant resources to train both production employees and front office managers. Our training leaves our leaders well equipped to identify risk, conduct safety assessments, and perform safety observations. Encore Wire believes that leaders who are equipped to identify risk and take immediate action to protect employees are vital to the health of our company.

We recognize the importance of consultation and co-operation between management and employees to effectively implement our health and safety policies. Our goal is to nurture a collaborative partnership between leadership and production employees to not only identify and mitigate risk, but also to foster a culture of caring for one another.

Encore Wire offers a Medcor On-Site Clinic with a nurse practitioner for employees and their immediate family. This clinic allows us to respond to workplace safety incidents and, for many, provides basic health screenings and treatment equal to those at a general practice facility which otherwise might not be possible. The Company also offers a wide range of health and wellness services to assist its employees and their families with making good lifestyle choices.

Encore Wire aims to continuously improve this policy. We are committed to regular reviews of our health and safety initiatives and will update this policy accordingly to reflect any material change in law or regulation impacting our operations, or in such cases where we see an opportunity to expand our occupational health and safety efforts.

Reporting

If you have witnessed a violation of this policy or have suspicion that a violation may occur, we request that you report it to us immediately and may do so anonymously by calling Encore Wire's Stakeholder Hotline at 1-214-733-5007 or by visiting <https://www.encorewire.com/contact.html>.

Any employee who fails to comply with this policy may be subject to discipline in accordance with the Encore Wire Code of Business Conduct and Ethics, up to and including termination.