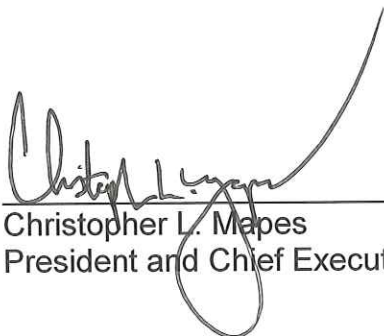


## ENVIRONMENTAL, HEALTH, AND SAFETY POLICY

Lincoln Electric is committed to minimizing risks to human health and the environment in and around the workplace. More specifically, Lincoln is dedicated to maintaining the health and safety of its employees, customers and neighbors, as well as preserving the integrity of our environment. This commitment is supported by management and is the individual and collective responsibility of all Lincoln Electric employees.

We will achieve these goals through our EHS system and strive for continual improvement by:

- Education and training to institutionalize EHS values throughout the company.
- Setting EHS objectives and monitoring progress to improve employee health and safety and reduce adverse environmental impacts.
- Raising EHS awareness of all employees while stressing personal accountability and rewarding impactful behavior throughout the Lincoln organization.
- Complying with or exceeding all applicable EHS regulatory requirements.
- Conserving natural resources through pollution prevention, energy conservation and waste minimization.



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Christopher L. Mapes  
President and Chief Executive Officer



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John S. Petkovsek  
Director Environment, Health  
and Safety

September 2015

