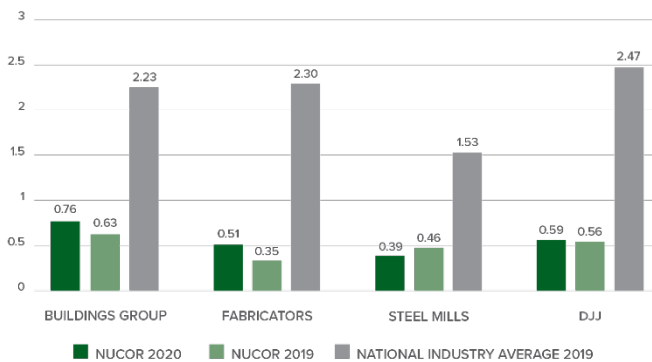# SAFETY OVERVIEW

"The greatest measure of our culture is how we care for one another through the value of safety." Leon Topalian

At Nucor, safety is in our DNA. It is critical to us that every single Nucor teammate feels empowered to put safety above all else. Our teammates know that a safe operation is not only vital to their health and happiness, but it is also key to their productivity.
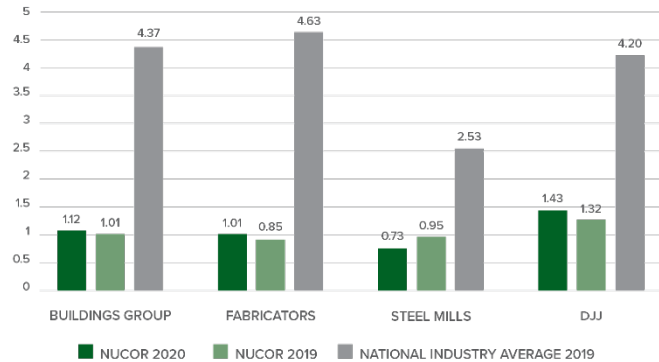
Our safety-first culture is stronger than ever. Nucor teammates participate in continuous safety and health training and have opportunities for additional training in OSHA (Occupational Safety and Health Administration) 10 hour & OSHA 30-hour Training, Lockout Tagout, Confined Space Entry, Hazard Communication, Machine Guarding, Fall Protection and numerous other relevant trainings. As we have seen our safety systems, processes and structures drive down the number of incidents and injuries, we have become increasingly focused on further reducing risk. Nucor continues to focus on the elimination of all unsafe hazards and behaviors.

Our Safety-first culture has led to industry leading performance.

TOTAL DAYS AWAY, RESTRICTED & TRANSFER CASE RATES PER 100 WORKERS / 200,000 HOURS PER YEAR

	NUCOR 2020	NUCOR 2019	NATIONAL INDUSTRY AVERAGE 2019
BUILDINGS GROUP	0.76	0.63	2.23
FABRICATORS	0.51	0.35	2.30
STEEL MILLS	0.39	0.46	1.53
DJJ	0.59	0.56	2.47

TOTAL OCCUPATIONAL INJURY AND ILLNESS RATES PER 100 WORKERS / 200,000 HOURS PER YEAR

	NUCOR 2020	NUCOR 2019	NATIONAL INDUSTRY AVERAGE 2019
BUILDINGS GROUP	1.12	1.01	4.37
FABRICATORS	1.01	0.85	4.63
STEEL MILLS	0.73	0.95	2.53
DJJ	1.43	1.32	4.20

Notes: Industry rates are based off the United States Bureau of Labor Statistics (BLS) Employer Related Workplace Injuries and Illnesses by NAICS (North American Industry Classification System) code reporting. Relevant NAICS industries are as follows:

For Nucor Steel - Iron & Steel Mills and Ferroalloy Manufacturing
For Nucor Fabricators - Fabricated structural metal manufacturing
For Nucor Metal Buildings - Prefabricated metal building and component manufacturing
For DJJ – Recyclable material merchant wholesalers

Health and Safety Oversight

To facilitate the continuous improvement of our safety culture, each Nucor facility employs a dedicated **safety leader**. These individuals have the facility-specific knowledge they need to ensure the right systems, processes and structures are in place to protect every member of the team on that site.

Every production facility is assessed regularly on its environmental, safety and health performance, with such assessments involving teammates from other divisions. In addition to compliance, program and procedural reviews, this days-long process provides an opportunity to share best practices and identify opportunities for improvement. The assessments also measure teammate buy-in of safety and health best practices and include their feedback on these processes.

All safety and health leaders meet twice a year for two days. They share information, discuss trends, and receive training. They also participate in product group breakout sessions. Here, safety and health leaders review safety trends, incidents and safety success stories, which often lead to the implementation of new best practices.

Our CEO reports to the Board of Directors on our safety performance at every Board meeting. The information reported includes data by division on Injury and Illness Rates (IRR), Days Away, Restricted and Transfer Case Rate (DART) and historical and recent performance measured against national industry averages for the applicable NAICS code. Safety performance is also tracked and charted at the product group level and by Safety Region to ascertain any trends or anomalies.

Incident Management

When we experience a near miss, injury, or other safety incident at a Nucor facility, the Safety leader and other teammates for the site undertake **a comprehensive incident investigation including root cause analysis** and share the findings and corrective actions with both the teammates at that facility and, depending on the nature of the incident, across the company via **an incident sharing database**. This permits Nucor to learn and grow from any safety experiences we encounter.

Contractor Oversight

From time to time, the Nucor Facilities engage third-party independent contractors to perform specific projects. Contractors working at Nucor sites are held to high safety standards.

Prior to any contractor performing work at a Nucor Facility, such contractor must go through a proper approval process, including disclosure of proper licenses, training, certifications, insurance coverage and otherwise execute a proper contract with the Nucor Facility.

Nucor Facilities have various form contracts they are required to utilize depending upon the scope of work contemplated. As part of each Nucor form contract, contractors are required to adhere to certain safety standards and provide evidence of a proper safety program. Further, Nucor's internal audit team reviews these processes at each Nucor Facility from time to time to ensure the Nucor Facility is adhering to the contract execution, safety program and vetting processes.

Summary of Contract Safety Requirements for On-Site Contractors

Each contractor is contractually required to:
- register and keep its account current with an Occupational Safety and Health Administration (OSHA) compliance monitoring organization.
- maintain and demonstrate the existence of an effective drug and alcohol testing program covering all of its personnel who perform work at a Nucor Facility. The program must include procedures for pre-employment, post-accident, near miss, reasonable suspicion, "clean sweep" and random drug and alcohol testing.
- comply with, and give all notices required by, the applicable provisions of any federal, state, county, and municipal laws, ordinances, or regulations bearing on the safety of persons or property, including the applicable requirements of OSHA.
- erect and properly maintain, at all times, as required by the conditions and progress of the contractor's scope of work, all safeguards for safety and protection of persons and property, including a requirement to post danger signs and other warnings against the hazards created by the contractor's work, including the features of any work that might cause injury or damage to person or property.
- have a written safety program which contains the foregoing, is disseminated to all of contractor's personnel, and is strictly adhered to and enforced by the contractor.

Contractor Requirements Before Access is Granted to Nucor Facility
- Execute applicable on-site contract (e.g., Independent Contractor Agreement, Construction Agreement, Consulting Services Agreement, etc.).
- Provide evidence of a written safety program (the program is required to be vetted by the Nucor Facility's applicable safety leader, or otherwise vetted by third party safety consultants that ensure the safety program meets proper standards for the scope of work contemplated).
- Provide any applicable licenses (such as a state contractor license), training (such as lock-out/tag- out, or confined space training) and any applicable certifications (such as lab testing certifications) required for the scope of work contemplated.

Nucor Facility Entry Procedures for Contractors and Visitors
- Contractors/visitors must report to the applicable Nucor Facility's security gate to perform check-in procedures prior to being allowed entry.
- Check-in procedures include a requirement to read and sign a Gate Entry Pass (which outlines the specific Nucor Facility safety guidelines and related facility operating information) as well as to watch a Safety Video that provides visual images, instructions, and safety warnings applicable to the Nucor Facility the contractor/visitor is about to enter.

Safety Certifications

OSHA's Voluntary Protection Program (VPP) represents the gold standard for safety excellence. This program recognizes companies that voluntarily go the extra mile to meet or exceed rigorous safety standards. **Every year, more Nucor divisions pursue and achieve** – this impressive standard. Currently 25 Nucor divisions are recognized VPP participants.

The VPP recognizes employers and workers in private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries. In VPP, management, labor, and OSHA work cooperatively and proactively to prevent fatalities, injuries, and illnesses through a system focused on: hazard prevention and control; worksite analysis; training; management commitment; and worker involvement. To participate, employers must submit an application to OSHA and undergo a rigorous onsite evaluation by a team of safety and health professionals. Approval into VPP is OSHA's official recognition of the outstanding efforts of employers and employees.

An important aspect of VPP is the Special Government Employee (SGE) Program. This was established to allow industry employees to work alongside OSHA, particularly during VPP onsite evaluations at other companies. Not only does this innovative program benefit OSHA by supplementing its on-site evaluation teams, but it gives industry and government an opportunity to work together and share views and ideas. From time to time, SGEs may also have the opportunity to participate in other OSHA outreach and compliance assistance activities.

Qualified volunteers from VPP sites are eligible to participate in the SGE program. These volunteers must be approved by OSHA and funded by their companies to participate. After submitting an application and completing the required training, these volunteers are sworn in as SGEs and are approved to assist OSHA. As of August 2020, Nucor was among the most active corporate participants in the SGE Program.

Nucor also has 46 additional divisions recognized as OSHA SHARP SITES (Safety & Health Achievement Recognition Program). Like VPP, this program recognizes sites that have effective safety and health programs in place.

Three Nucor divisions employ the American National Standards Institute (ANSI) Z-10 Occupational Health and Safety Management System. And fifteen divisions participate in the Occupational Health and Safety Assessment Series (OHSAS) 18001 Divisions. ANSI Z-10 is audited to best practices in safety and health. OHSAS 18001 is an international safety and health system that provides a framework to promote better safety and health systems. In addition, many Nucor Divisions are transitioning their Occupational Health and Safety Management Systems to ISO 45001, which is an international Safety & Health Standard and a replacement for OHSAS 18001.