



## Social Responsibility

We understand the need to provide our Teammates a healthy and safe working environment and strictly adhere to our [Human Rights Policy](#). We hold our suppliers accountable to adhere to these requirements as well, as stated in our [Supplier Code of Conduct Policy](#).

We are inclusive and value multiple points of view. We believe this diversity drives creativity and innovation. We strive to create a workforce that reflects the communities we serve. We promote and value our collective voice as we are stronger through equality and diversity.

Attracting, retaining and developing our Team are primary steps in our growth strategy. We provide competitive wages, a full benefits package and safe environment while focusing on training and development to encourage career development. We employ happy people and provide careers that offer a healthy work-life balance. We have even been awarded a Top Workplaces award for the 11th consecutive year by the Milwaukee Journal Sentinel.

Beyond salary and basic benefits, we offer additional benefits to add value for our Teammates' mental and physical health and wellness. These efforts have yielded results of improved overall health scores of our Team of 8.6% over the past 10 years. We offer an onsite Nurse, tuition reimbursement, fitness credits, educational opportunities along with numerous training and development opportunities to help our Team progress down their personalized career development paths.

Over the past several years, we have added many FTEs in our training and development/career development departments. Teammates have enjoyed educational seminars on assorted topics, including stress management, conflict resolution, financial planning, and management training. In addition to these more traditional types of seminars, we also offer some of these seminars in a fun "Lunch and Learn" program where we provide a free lunch as well. Additionally, we offer beneficial training



opportunities to help the Team tackle challenging issues like Anger Management, Weight Management, Smoking Cessation, and Alcohol Moderation. A major part of mental and physical health and wellness is providing a safe working environment.

Health and Safety is critical to Douglas Dynamics' success as a manufacturing company. We are committed to following all Occupational Safety and Health Administration (OSHA) guidelines and providing a safe environment for our Team, Suppliers, and our Visitors. We work to design ergonomically friendly workspaces, incorporate strength, and stretch activities after breaks and complete several hours of safety training each year. One of our most innovative safety programs requests that Teammates write down safety observations which include potential safety issues. Then our safety committee discusses the observations and determines solutions. Overall in 2019, there were over 1,500 observations. Our Days Away Restricted or Transferred (DART) Rate came in a little over our goal of 2.0 at 2.13 for the year.

Douglas Dynamics provides a healthy and safe work environment. We also try to utilize our resources to the betterment of the communities where our Team resides. Each of our core locations has a donations committee to assess our support for local non-profit organizations; not only financially, but also through Team volunteering opportunities. This support of our communities goes a long way in local brand recognition and in building a long-term sustainable workforce. We take recommendations from our Team on local organizations to support and that adds a lot of internal value. In addition to our 100% match program for United Way, the chart on the next page shows some of the local organizations we support.

In addition to the local charities, we have three principal areas of corporate cause marketing support. The areas that we focus on are military charities, breast cancer research and awareness, and STEM programs. These areas have been a focus for our cause marketing efforts generating significant attention and cash donations to each of these great causes: Hometown Heroes, Komen, and Be the Spark.

## Charity List

American Legion	Junior Achievement Of Wisconsin	Rock Coast Roller Derby
American Lung Association	Kloeckner Metals Corporation	Rockland Professional Group
Area Interfaith Outreach	Knox Clinic	Rockland Rotary Club
Auxvasse Elementary School PTO	Knox County Homeless Coalition	Ronald McDonald House Of Charity
Big Brothers Big Sisters Washington County	Landmark Community Organization	Rotary Club
Camp Hometown Heroes	Leukemia & Lymphoma Society	School Admin District No. 40
Castle Theater	Lincolnton Central School	Serve, Inc
Christ King Parish	Loving Tanner	Susan G. Komen for the Cure
City of Fulton	Maine Breast Cancer Coalition	Snow Pioneers
City of Manchester	Make-A-Wish Foundation of Wisconsin	Special Olympics Iowa
Country Cruisers	Manchester Chamber Of Commerce	Special Olympics Wisconsin
CPU PTO	Manchester Fire Department	St Mary's Church
Cub Scout Pack 131	Manchester Kids League	St Mary's School
Cystic Fibrosis Foundation	Maquoketa Valley Athletic Boosters	Strawberry Point Truck
Delaware County Cattlemen	Maquoketa Valley Schools	Tech Alumni Association
Delaware County Community Foundation	Methodist Conference Home Inc.	The Barbara Bush Foundation
Delaware County Dairy Council	Medomak Middle School	LifeFlight Foundation
Donation to Employee for Chemo Treatments	Meta House	The Parenting Network
East Buchanan Community School	Midcoast Habitat for Humanity	Town of Thomaston
Fire Fighters Historical	Mid-Coast Recovery Coalition	Trekkers, Inc.
Five Town Little League	Mid-Coast School of Technology	TROSA
Fulton Colleges Scholarship Fund	Milwaukee Public Museum	United Midcoast Charities
Fulton High School	Momentum Screen Prints	University of Maine at Augusta
Germantown High School	Muscular Dystrophy Association	University of Maine Foundation
Hartwick Husky Ski Team	North Callaway Athletic Booster	West Delaware After-Prom Party
Hero's Haven Animal Rescue	Northeast Iowa Boy Scout Council	West Delaware Athletic Booster Club
IAFF Local 2945	Oak Creek Zone Baseball Inc	West Delaware Cheerleading
Iowa AAU Girls Wrestling	Odyssey of the Mind	West Delaware High School
Iowa College Foundation	Parent Program of Mid-Coast Maine, Inc.	Whitefish Bay Jr. Dukes Baseball
Jobs For Maine's Graduates	Penobscot Bay YMCA	