

**Local Policy - Gladstone**  
**Effective May 1<sup>st</sup>, 2017**


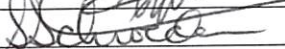
**Personal Protective Equipment**

Mandatory safety equipment and devices will be determined by the Company in those areas requiring the use of such protective devices. After successful completion of probationary period as a fulltime, regular employee of Faurecia, the Company will reimburse up to the following amount, with proof of purchase for newly purchased personal protective equipment:

Qualified ANSI approved safety shoes/boots and inserts..... \$100.00 per calendar year

Employees will be responsible for maintaining their protective equipment and will be responsible for replacement costs if lost or damaged outside of normal expected use.

Developed by: Gladstone Local Policy Committee

Approved by	Title	Signature	Date
Frederic El-Ahdab	Plant Manager		6/27/17
Susan Schroeder	HR Manager		4/27/17

*Local policies will be reviewed on yearly by the policy committee.*


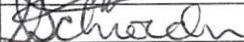
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**ADDENDUM**

**Personal Protective Equipment**

For employees who purchased safety shoes from 01/01/2017 to 04/30/2017, the Company will reimburse up to \$135 for calendar year 2018 with proof of purchase.

Developed by: Gladstone Local Policy Committee

<b>Approved by</b>	<b>Title</b>	<b>Signature</b>	<b>Date</b>
Frederic El-Ahdab	Plant Manager		4/27/17
Susan Schroeder	HR Manager		4/27/17

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