

Live
Safe

Contractor handbook

 Micron®



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Micron global environmental, health and safety policy

Micron is committed to environmental, health and safety (EHS) excellence as we pursue our mission to be a global leader in memory and storage solutions. We are committed to protecting the environment, including pollution prevention, and providing an incident- and injury-free workplace (Live Safe) for our team members, contractors and visitors. We believe all EHS injuries and incidents can be prevented, and we collaborate with key stakeholders to attain this goal through risk evaluation and effective controls. We do this by proactively setting strategic objectives that take into consideration our compliance obligations, our risks and opportunities, and the needs and expectations of our stakeholders as defined in the scope of our management system. All Micron team members and contractors must follow this policy. We hold our leaders, managers and supervisors responsible for conforming our operations to this policy.

Our commitments

- We comply with the law, other compliance obligations and Micron code of business conduct and ethics. We go beyond legal compliance where appropriate to demonstrate our commitment to the environment and people.
- To reduce adverse EHS effects of our operations, we use a systematic management approach (lifecycle). This approach includes reviewing our work environment, the equipment used in our workplace and materials incorporated into our products, as well as identifying their end of life. This attention to our supply chain allows us to evaluate opportunities to eliminate health and safety hazards and reduce EHS effects at the earliest stages of planning and design.
- We encourage our team members and contractors to provide EHS enhancement suggestions, and we consider their suggestions in decision-making processes that affect EHS performance.
- We focus on continuous improvement of our EHS management systems to enhance our EHS performance.
- Micron provides the necessary investments, including resources and capital, to support and deliver our EHS commitments.

At Micron, our people value calls for us to prioritize the safety of our team members, contractors and visitors above all else. We want safety to evolve to a value so embedded in our corporate culture that it becomes instinctual in everything we do. Our framework for an incident- and injury-free workplace in Micron is Live Safe.

Live Safe requires each of us to be accountable to enhance safety performance. We already have a solid foundation of core compliance programs, management systems and business processes. The commitment from my executive team is to provide the resources needed for everyone to drive toward our goal of zero serious injuries. We want everyone to take ownership of safety outcomes in their area of influence by identifying, fixing and reporting hazards. Stopping work or behavior that creates imminent danger, damages the environment or violates legal regulations earns us the moral high ground through our actions and behaviors and demonstrates our consistent care for each other. Your willingness to coach and be coached will make the difference in helping to eliminate serious injuries and reduce unsafe conditions and behaviors across the company.

Everyone owns safety, regardless our role in the company. You are all risk managers and need to

- Take time to assess and control all EHS risks. If risks are not understood and controlled, stop work.
- Take time to plan a safe way to do the work.
- Find, fix and report unsafe conditions and behaviors (good catch).
- Report all incidents and injuries immediately. This helps prevent incidents from happening again.
- Act safely by following procedures and training and using required personal protective equipment.
- Never bypass a safety interlock or control.
- Seek help from your supervisor, site EHS or host to ensure that you and your team are always safe.

This handbook is your guide to understanding elements of the Live Safe program, safety expectations, general rules and guidelines. It is a living document that will be continuously updated in our journey to Live Safe. When everyone does their part and encourage others to do the same, we can make safety an instinctual part of how we do business.

Go Micron!



Sanjay Mehrotra
Micron President and CEO





What is Live Safe?

Live Safe is Micron's incident- and injury-free workplace program

We need everyone working at Micron to embrace the mindset that we can work incident- and injury-free. Each one of us must take ownership, change behaviors and set clear expectations for everyone to work safely. Our success will require that we watch out for each other and that we are willing to coach and be coached.

The paradigm shift

To embrace the mindset that incident- and injury-free is possible

Micron has a safety management system, which provides us with the framework and business processes to drive continuous safety improvement. While business processes can help to create structure, it is only through building and supporting a culture where everyone on-site owns and is personally responsible for their safety and the safety of those around them that we can make safety instinctual.

Anyone who works at our sites is empowered to make the right safety decisions to ensure a safe working environment, and no team member, contractor or vendor will be punished for highlighting areas or conditions that can be improved. Micron's management is committed to ensuring that these tenets are in place to drive our company and all our team members, contractors and vendors toward an instinct for safety.

Safety is a core aspect of our people value. It is something that we all participate in and that we all own. We must always be thinking about safety for ourselves and for those we work with. It is our willingness to coach and be coached when a safety concern is raised. It is our tenacious spirit to look for improvements in how we carry out our work and address hazards in our workplace. It is our desire to actively care for one another. It is our ability to work safely and influence others to do the same.

You are our greatest asset

We want to ensure that anyone working at any Micron site goes home healthy and safe and is treated with dignity and respect.





Where we are and where we want to go

We want safety to evolve from a priority to a value so embedded in our culture that it becomes instinctual.

You may feel as if you still have some improvement to make. Don't worry — this handbook and additional resources are available to you on your journey. And if you are already practicing instinctual safety? Then guide others around you on their journey. Use the tips and resources available in this handbook as a guide for your discussions with your co-workers. To identify where we are in our journey, we consider our goals as a company, the five levels of safety engagement across five areas of engagement, our current behaviors and ownership. To help us the move forward, we take a yearly pulse of where we are in our safety perception surveys so that all team members can provide feedback.

At Micron, we consider five levels of safety engagement



Level 1
No interest

Level 2
Compliance

Level 3
Priority

Level 4
Value

Level 5
Instinctual

Across five areas

—
**Management
engagement**

—
**Team member
buy-in**

—
**Goal setting
or rewards**

—
**Communication
and training**

—
**Contractor
management**

It is also very important that we get feedback from you, our partners. We conduct partner safety perception surveys to evaluate your perception of Micron's safety maturity to help us understand where we are in your eyes and provide actionable items for us to chart our path forward.

Our partner safety perception survey covers

- Your leadership, Micron hosts and team member engagement with you.
- Your work environment at Micron.
- Ways that Micron can further improve our safety performance and areas where you feel we can further engage to enhance safety practices together.



“There is not a wafer that we
make that is worth the cost
of an injury”



Buddy Nicoson
Senior Vice President of Global Front-End Operations



Key components of Live Safe

Several key actions will help us move from where we are today to an incident- and injury-free culture.



Earning the “moral high ground”

- Start meetings with a meaningful safety message.
- Remove barriers to people acting safely.
- Share best practices when identified.
- Share lessons learned from incidents.



Taking ownership

- Be willing to coach and be coached.
- Develop a passion for safety.
- Ensure people have the right tools for the job.
- Ensure a work environment free from recognized hazards.



Following global safety rules

—
Assess and control all EHS risks — or stop the work.

—
Find, fix and report unsafe conditions and behaviors (good catch).

—
Report all incidents and injuries immediately.

—
Follow procedures and training, and wear required equipment.

—
Never bypass a safety interlock or control.

These five rules apply to anyone working in the Micron network. They guide how we are to conduct business daily.

Working safely is a condition of contracting for Micron and overseen by the EHS policy (alias: EHSpolicy/).

Safety violations may result in disciplinary action.



Assess and control all EHS risks or stop the work

All incidents are due to an unsafe behavior or environment and can be prevented.



Perform work with the mindset that all incidents are preventable.



Control your own behavior and influence others' behaviors and working environment to eliminate injuries.



Constantly analyze the risk of your task. Be aware of your surroundings at all times.

Your involvement is essential. We must all



Strive to ensure safety as one team.



Be responsible for acting safely and following safety rules.



Actively participate in safety-related activities that promote and practice safety behavior.



Empower workers for a safe environment

Micron is committed to protecting the safety and health of all team members, contractors, vendors and visitors. We also seek to protect the environment in all facilities where we conduct business.

Anyone can stop work if they feel the risks of a task are not being controlled. And everyone is responsible for acting as risk managers. If you see an unsafe condition or behavior or are involved in work that you feel is unsafe, stop the work and act to correct the issue. Or alert someone who can help with the correction.

To reiterate, our stop work policy grants all team members, contractors and vendors working at its facilities the authority and responsibility to stop work or behavior that could create imminent danger to any person, cause damage to the environment or violate legal regulations.



Find, fix and report unsafe conditions and behaviors (good catch)

A good catch is the communication of a potentially unsafe condition, behavior or occurrence that has not yet resulted in harm. If left unchecked, with a slight change in circumstance, this condition, behavior or occurrence could lead to injury, impact to the environment or damage to property.

To deal with good catches or near misses, Micron has the good catch program (alias: goodcatch/).

Good catch allows you to

- Find a hazard.
- Fix the hazardous condition or behavior.
- Report it in the system.

Everyone can take personal ownership of safety by identifying, correcting and reporting unsafe behaviors and conditions.

Work with your host to ensure that an identified safety issue is addressed.



Report all incidents and injuries immediately

An EHS incident is a planned or unplanned natural, operational or human event that does or could cause harm to Micron's people, property or environment.

If not managed properly, an incident could escalate into an emergency, crisis or disaster.

An EHS incident includes but is not limited to

- A work-related injury.
- An illness at work.
- Unknown odors in the work environment.
- Release of material to the environment.

Everyone has clear roles and responsibilities if an incident occurs.

- Contact the emergency number at your site immediately.
- Inform your supervisor immediately.
- Follow your site incident and injury reporting requirements



Follow procedures and training and wear required equipment

Being safe also requires behaviors and actions on your part. You need to

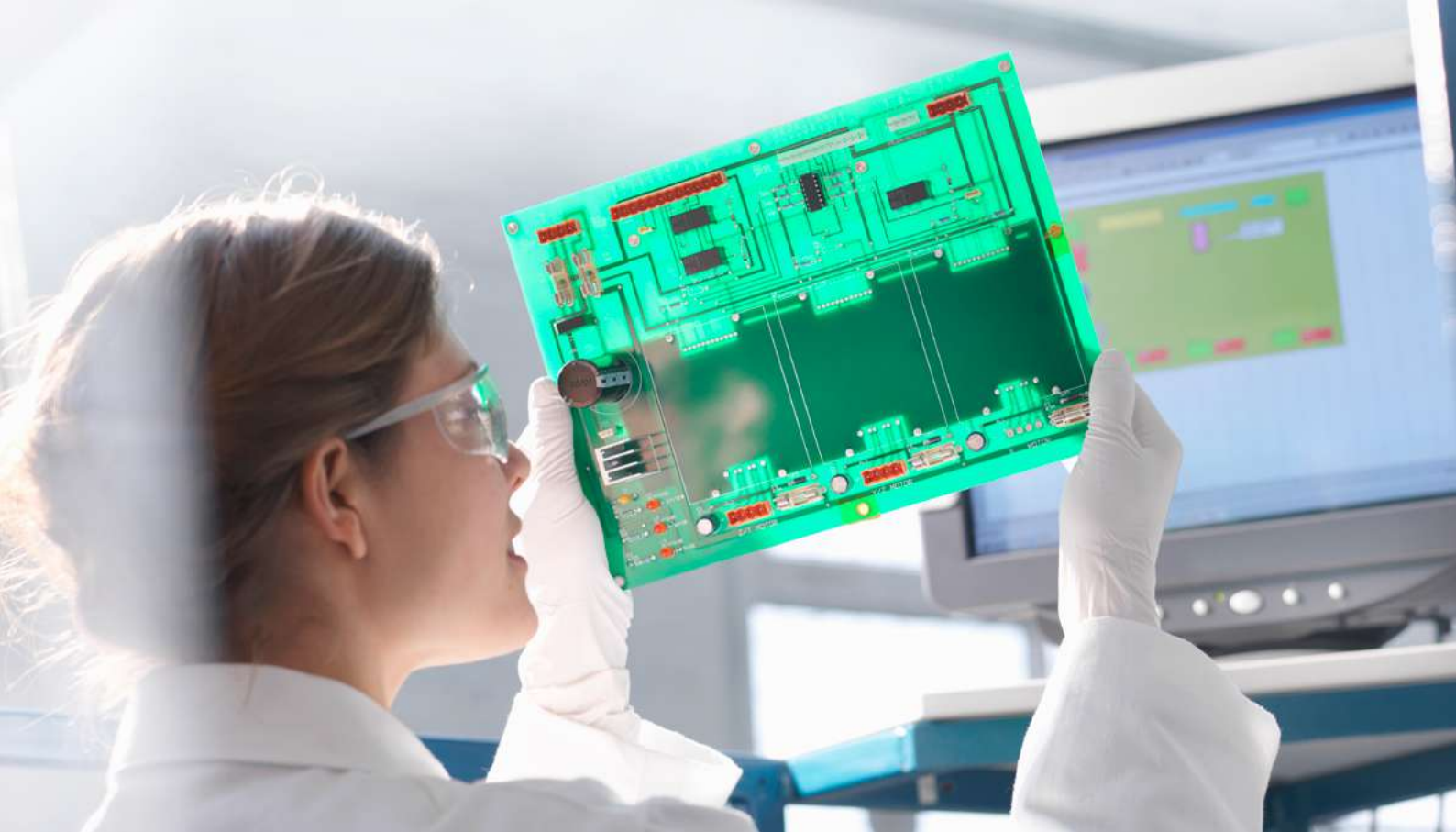
- Complete training and obtain certifications.
- Follow written procedures.
- Wear the appropriate personal protective equipment (PPE) for the work activity being carried out.

Procedures and documented job planning help you identify potential hazards and empower you to take appropriate actions to mitigate risk. Working without a procedure or plan to perform a task increases the risk of an incident or injury.

Complete a pretask plan (PTP) with a risk assessment (RA) or job hazard analysis (JHA) before starting.

If an unplanned deviation arises during routine work

- STOP
- Investigate and decide on next steps.
- Revise PTP and RA/JHA and make necessary additions or adjustments.
- Execute the work with added care.
- Record appropriate actions taken in procedures for the future.



Never bypass a safety interlock or control

All equipment must be operated in a safe condition that eliminates exposure to hazards during normal operation.

Safety interlocks are integral to the safe operation of equipment. These safety features are designed by equipment manufacturers to ensure that you and the environment are protected from hazards. Safety interlocks must never be bypassed during normal operation. In fact, it's against Micron policy to operate equipment with a safety interlock bypassed. In addition, Micron does not consider safety interlocks an acceptable substitute for control of hazardous energy (CoHE).

Safety interlocks may be bypassed only if

- Required by the maintenance task.
- A written procedure is established.
- The written procedure clearly identifies the controls required to safeguard you.
- All interlocks are restored when the maintenance task is complete.



Keep safe while moving around the site

Safety is vital even when you are not working on equipment or in the fabrication, facilities, production or laboratory areas. As a mobile device user, you may find yourself walking with your head down and being unaware of your surroundings. Focusing on a mobile device shrinks your peripheral vision to one-tenth of the normal range. This habit puts you and others around you at risk.

Those who text while walking

- Are 60% more likely to veer off course than nontexters.
- Take up to 20% longer to cross the street.
- Look both ways 20% fewer times.
- Are 43% more likely to be hit by a car.

Texting is a daily occurrence in our lives. But being distracted because we're texting could lead to serious incidents and even death. Unfortunately, at Micron, we have seen such avoidable consequences. To keep yourself and others safe, put your phone away when you're walking!



Distracted walking

Distracted walking is when you are attending to something else and it restricts your perception of risks or hazards around you. To avoid distracted walking, Micron has implemented several rules:

- Using mobile devices in stairwells is prohibited.
- Mobile device use along corridors and in passageways and parking area should be limited and take place only when you are not in motion.
- Hands-free devices, such as headphones, may be used along corridors and passageways, staircases and parking areas if their use does not interfere with your ability to hear audible warnings and alarms.
- Hands-free devices, such as headphones, that block your ability to hear warnings and alarms are not allowed for use in production, facilities and construction areas.

Electronic devices can be a distraction when used at the wrong time. If you must use your device

- Stop walking and step aside/move out of traffic.
- Make sure you do not stop abruptly so as not to cause a collision.
- Take out your device only when you are out of the way and not posing a hazard to others.



Stairwell safety

Staircases are one of the most common locations for incidents and near misses in our workplace because we often neglect basic safety precautions such as holding onto handrails and watching where we step. Incidents that occur in stairwells can cause serious injuries and even death. To avoid injury, follow these guidelines:

Do not use the stairs while distracted.

- Focus on the stairs. Do not focus on conversations, pages, text messages or other possible distractions.
- Do not use mobile or other electronic devices when you're walking up or down the stairs.
- Do not stop to hold conversations on the stairs as it blocks access for others.

Hold the handrail while ascending or descending the stairs.

Maintain at least one free hand to hold onto the handrail when using the stairs.

Do not use the staircase when carrying or transferring heavy objects.

- Make sure one hand remains free to hold the handrail when you carry heavy objects.
- Avoid carrying materials that weigh more than 6.8 kg or 15 lbs. Use an elevator instead.

Taking the lead in safety

Everyone is expected to manage risks in their daily activities. As we address risk, improve the safety of our work environment and enforce safe behaviors, we see improved safety performance across our sites.

Live Safe begins with leaders visibly demonstrating their commitment to changing our safety culture. You can contribute as the commitment and expectations cascade down throughout Micron.

As we grow into a company that values safety, we need to constantly be open to learning from one another and adapting our expectations and requirements for holding ourselves to higher standards of safety.

Showing active caring through coaching

“I am concerned about your safety. Please help me understand...”

When you see people exhibiting unsafe behaviors or in unsafe conditions, take the opportunity to approach them to rectify the situation together.

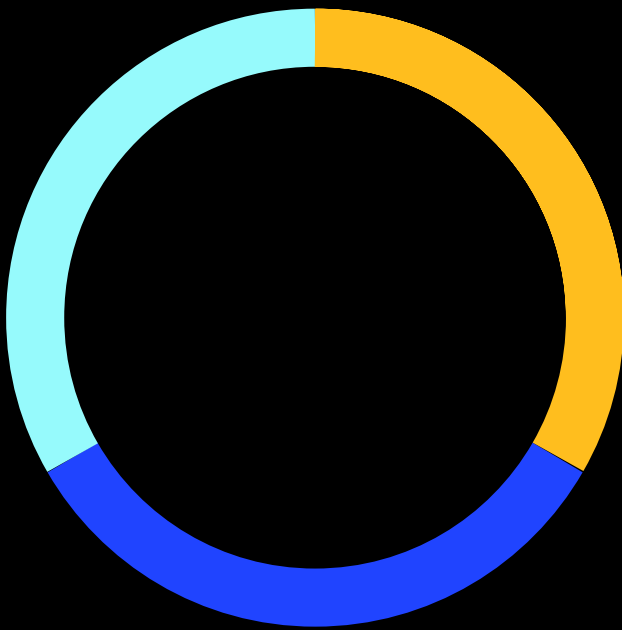
In such instances, stop the activity and then work toward remedying the behavior or condition. Questions that you can ask include

- What type of incident could occur?
- How could you and others get hurt or avoid getting hurt?
- What could you do to prevent yourself and others from getting hurt in the future?

If you notice a gap or an improvement that could be made

- Describe the gap or improvement.
- Explain motivating factors for making the change, such as the consequences of failing to do so (falls, chemical exposure, slips or trips).
- Help identify the solution and resolve the issue.

How do we Live Safe at Micron?



- **People**
 - Skilled
 - Qualified
 - Trained
 - Accountable

- **Environment**
 - Housekeeping
 - Procedures
 - Engineering controls
 - Standards
 - Resources available
 - Proper PPE

- **Behavior**
 - Role-modeling
 - Communicating
 - Recognizing
 - Coaching
 - Actively caring
 - Applying pro-safety peer pressure

Our focus is threefold

Ensuring our people are

- Qualified for the roles that they are in.
- Provided with the necessary training to do the job.
- Given enough opportunity to practice their skills.
- Held accountable for safety.

Ensuring our working environment has

- Proper housekeeping.
- Procedures and standards available for reference.
- Engineering controls in place where possible.
- Available PPE (gloves, chemical-resistant attire, work-at-height equipment and more) and other resources (safety jigs, insulated tools, barricades and other equipment).

Ensuring a culture that promotes behaviors that

- Encourage communication and recognize those who speak up.
- Show active caring by coaching others and being willing to be coached.
- Have everyone role-model and practice pro-safety peer pressure.

Measuring our success in achieving Live Safe

We measure the following key performance indicators and metrics:

- Leadership and commitment
- Live Safe leader participation in activities
- Engagement with contractors and vendors
- Training
- Compliance
- Emergency preparedness and response
- Hazard identification and risk elimination
- Safety perception surveys
- “Good catches”
- Life-altering injuries or those with potential to be life-altering
- Corrective action and verification of effectiveness
- Incident rates
- Internal audits

These indicators and metrics may change over time to better guide the company as we journey through the Live Safe process.

Zero tolerance

Everyone deserves to return home safely after work, and you have an important role to play by ensuring safe work planning and by following established safety rules and regulations.

Micron’s zero-tolerance initiative specifies mandatory compliance to standards and in-house rules during the completion of job tasks. This compliance is fundamental to preventing life-altering injuries (LAI) and potential life-altering injuries (pLAI).

EHS minimum requirements

If you need further explanation, you and your supervisor can contact the site EHS team.

C

Chemical approval and on-site use
Confined space
Control of hazardous energy (CoHE)

D

Design and construction

E

Electrical safety
Emergency evacuation
Excavation
Equipment move-in, decontamination and move-out
Equipment safety

H

Hazard Communication (HazCom)
Heat stress
Hot work

I

Incident reporting and investigation

L

Lifting and rigging
Lone work

M

Mobile elevated work platforms

P

Permit to work
Personal protective equipment (PPE)

R

Raised metal flooring
Record retention
Respiratory protection
Risk management

S

Smoking areas
Storage and housekeeping

W

Waste disposal
Work at height



Conditions of engagement

At a minimum, any Micron vendor or contractor must

- Be onboarded through Ariba, in our Supplier Lifecycle and Performance (SLP) management system.
- Workers must attend vendor safety orientation at their assigned site before the start of any work.
- Workers must be familiar with the contents of this handbook and requirements documented in the global EHS standard for contractors and vendors.

Before starting any work, you ensure that

- You or a responsible party has assessed and controlled all hazards and identifiable risks. A PTP and RA/JHA must be completed and communicated to all workers.
- The project has a valid safety work permit.
- Any PPE you may need for the work activity is in good condition and you're wearing it properly.
- Fall-protection measures and equipment are in place and working well if you have to work from height.
- You have powered off equipment or applied a CoHE if necessary.



Roles

We all play an important part in ensuring that the key components of Live Safe are in place to ensure an incident- and injury-free workplace. Our commitment must be real, sustained, tenacious and believed by everyone who comes on-site to work at a Micron facility.

Micron hosts

Micron hosts who engage contractors must do the following, regardless of their department:

- Complete the necessary host safety training.
- Ensure that contractors have received all the necessary training required for their access to our sites.
- Brief visitors and contractors on emergency exits, evacuation procedures and muster points.
- Ensure that all risk management (RA/JHA), PTP and safety permits are completed and applied for before work commences.
- Encourage reporting of all injuries and incidents.
- Coach contractors on Micron requirements and expectations.

Micron EHS teams

In relation to contractor management, EHS team must do the following:

- Implement Micron EHS requirements and expectations on-site and ensure communication to hosts, contractors and vendors.
- Oversee the safety permit program.
- Coach hosts, contractors and vendors on-site to adopt correct safety practices.
- Provide safety orientation for new contractors and vendors coming on-site
- Identify and recognize good safety practices on-site.

Contractor managers or supervisors

These managers and supervisors are responsible for doing the following:

- Ensure that safety is valued over cost or schedule, consistently conveying this message.
- Ensure that any work activity meets all applicable local legal regulations and any Micron requirements.
- Actively promote positive Live Safe practices.
- Start meetings with meaningful safety messages.
- Encourage reporting of injuries and incidents.
- Enforce a stand-down for major events.
- Ensure effective incident investigations and analysis.
- Manage by walking around on-site during site visits.
- Ensure workers have the right tools for the job.
- Ensure a safe working environment free from recognized hazards.
- Review and buy off on global safety rules and suggests amendments when needed.
- Ensure any required work permit is obtained and Micron hosts is aware of any work activity before it begins.
- Review pretask plan and work method statement with workers before work begins.

Contractor employees

Contractors must do the following to ensure safety:

- Follow procedures and pretask plans.
- Wear appropriate PPE.
- Ensure appropriate approval of work before beginning any tasks (such as, safety work permits).
- Report any incident or injury.
- Stop any work that is unsafe.
- Maintain good housekeeping and tools.



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