



**Effective Date:**  
October 24, 2025

**Global Workplace**  
**Health and Safety Policy**

**Approved by:**

James M. Jenkins  
President & CEO

**Objective**

Lakeland Industries, Inc. ("Lakeland" or the "Company") is committed to the health and safety of our employees, customers, and business partners and the communities within which we operate. As a leading manufacturer of safety products, Lakeland has a responsibility to "lead by example" where workplace health and safety are concerned. We recognize that our company tag line, "Protect Your People," places leadership responsibility upon Lakeland. We accept that responsibility and we will set a strong, clear example in our workplaces for our employees, their families, our customers, our business partners, and our communities.

**Scope**

As used in this Global Workplace Health and Safety Policy (this "Policy"), "Lakeland" and "the Company" include Lakeland Industries, Inc. and each of its global subsidiaries and affiliated companies.

**Policy**

1. Lakeland is a safety company. It is the responsibility of every Lakeland employee to comply with all applicable Company policies and procedures to ensure the safety and health of our employees, customers, business partners, and communities. Personal accountability and employee engagement in Company health and safety programs and initiatives is critical to our success. It is incumbent on all employees to recognize, eliminate, and/or report unsafe conditions, practices, procedures, or behaviors.
2. Lakeland recognizes and is committed to comply with all applicable laws and regulations in the areas of the world where we operate. Additionally, Lakeland will implement and employ "industry best practices" within our operations even if local laws and regulations permit a lesser standard. We will integrate safety and health considerations into our operations and business processes, including, but not limited to, manufacturing and design, sales, supplier selection, and property management.
3. Lakeland seeks to minimize safety and health risk at all of its global locations. Our safety program is utilized to ensure consistent application of "industry best practices" to identify, eliminate or mitigate risks to safety and health to the lowest possible level. Our safety program includes the generation of Job Safety Analyses, Incident and Accident Reporting, and Investigations to determine the root cause of problems and develop corrective actions.
4. Lakeland's Quality Management System, overseen by the Global Director of Quality and Compliance, is utilized to ensure corrective action implementation and continuous improvement. The Quality Management System is ISO 9001 certified, as are the quality management systems in place at each of the Company's manufacturing facilities.

### **Administration of the Policy**

1. All Lakeland facilities shall establish, implement, communicate, and continually improve a workplace safety and health program that complies with the requirements of this Policy.
2. All Lakeland facilities shall provide employees with workplace safety and health training at regular intervals covering relevant safety and health topics.
3. Violations of this Policy may result in disciplinary action up to and including termination.
4. All Lakeland facilities will track relevant safety and health metrics, including, but not limited to, number of incidents, number of accidents, number of lost time accidents, and frequency of incident type by standard OSHA classification (e.g., slip and fall, struck by object, struck against object, improper guarding, etc.). This data will be reported quarterly to the Company's Human Resources Department.
5. This Policy is administered internally and externally by Lakeland's Human Resources Department in cooperation with facility management. Any questions regarding this Policy should be directed accordingly.