

# Cooper People

A tenet of Cooper's mission is to promote and practice safe behavior. Safety is embedded into Cooper's culture and is a top priority. Systems, processes and metrics are being used to continuously emphasize and improve safe practices.

## Wellness

Cooper is committed to health, safety and productivity through provision of quality wellness programs, emphasizing education and communication, including:

- Health screen programs
- Weight loss programs
- Tobacco cessation programs
- Cooper contribution to employee health club membership
- Melksham Cooper Avon Sports Club
- Blood drives



Health and safety programs including:

- Behavioral Health and Employee Assistance Programs
- Global Risk Assessments and Safety Programs
- Annual Medical Exams for People's Republic of China employees
  - Cooper has continually provided annual medical exams to its employees since the company was established.
- Safety Steering Committee
- Enforcement of Safety Absolutes
- Cooper Safety Conference
- Electronic Accident Reporting
- Safety Management Systems

## People's Republic of China's Investment in Exercise Plaza



Cooper Chengshan invested over RMB 1.8 million to establish a 12,000 square meters exercise plaza with more than 40 pieces of fitness equipment. The exercise plaza is open to the public free of charge.

## Cooper People (continued)

### Developing a World Class Talent Management Program

Talent Management is a vitally important issue for Cooper. The two central tenets of Cooper's Talent Management program are Performance Management and Succession Management. Cooper's Performance Management system is an integral part of the foundation for the development and professional growth of Cooper employees. Cooper's Performance Management program is designed to ensure that Cooper people are focusing their energies on areas that are in direct alignment with Cooper's strategic initiatives.

The second tenet to Cooper's Talent Management program is Succession Management. A critical component of Cooper's Succession Management program is the use of Talent Summits across the Company. The Talent Summits are designed to identify our current and future leaders, key positions and successors to those strategic positions. Once those leaders and future leaders are identified, Cooper focuses on providing appropriate development opportunities as the employee prepares for increasingly demanding leadership roles at Cooper. Cooper also supports the development of our leaders and future leaders with frequent training both internally at Cooper's Learning Center and externally in cooperation with select educational institutions like the University of Notre Dame, South Bend, Ind. The results of Cooper's Talent Summits are monitored and reviewed by Cooper's executive team and the Board of Directors via periodic reviews. Cooper's Talent Management program will ensure that Cooper has a steady stream of leaders to drive us confidently into the future.

The Cooper Learning Center is committed to the overall success of each Cooper employee through a wide variety of instructor-led, e-learning and blended learning programs. The programs are targeted to those individuals seeking personal and professional growth in areas of leadership, manufacturing and sales training. The Learning Center's goal is to continue to create, implement and deliver a competency-based employee development platform which supports a global learning and career development environment. These initiatives currently include courses on governmental and industry related compliance, continuous improvement programs leading to Six Sigma certification, multi-leveled leadership programs and functional development programs leading to skill development.

### People's Republic of China Family Day

Cooper held a family day event on Nov. 15, 2008, in Pu Dong, Shanghai, China. It included driving events including drifting and tire testing, a barbecue, and a playground for the children.



## Cooper People (continued)

### Summer Campaign

Cooper Chengshan held a 'Rock & Roll Summer Campaign' in Suzhou, China, July 18 and 19, 2008. The activities included outdoor exercises, team competition, an evening show and barbecue.

