Occupational Health and Safety

Timken has an exemplary health and safety record resulting from the systems, policies and training we have in place and the commitment of our associates worldwide. Our health and safety performance starts with our Global EHS Policy, with which every associate must comply.

Timken associates influence safety directly through interactions with plant leadership or through joint management-worker safety committees. Workers' union representatives, where they exist, are typically included as well. We also actively engage associates as safety observers through our Precaution Based Safety (PBS) program. In 2019, more than 42,000 associate observations were completed by PBS teams, with more than 9,000 opportunities identified to coach associates on safe behaviors.

Emergency Action Planning

All Timken facilities must have an Emergency Action Plan (EAP) in place to cover response activities and evacuations for fire, medical emergency, severe weather and hazardous chemical releases. Facilities are required to conduct drills of their EAP annually.

Supporting Health On and Off the Job

Timken assesses health and safety risks and opportunities by using established methodologies and criteria defined with respect to their scope, nature and timing to ensure they are proactive rather than reactive and are used in a systemic way to improve the health and safety management system.

We encourage our plant teams to assess potential ergonomic risks and develop and implement ergonomic solutions to improve safety and productivity. The teams with the best solutions compete in our annual Timken Ergo Cup Competition and our winning team goes on to compete for the Applied Ergonomic Society Ergo Cup competition. In 2019 (our 9th year of competition), more than 60 plant teams implemented ergonomic solutions that significantly reduced ergonomic risks, improved productivity and reduced expenses (projected cost saving of over $900K). Our Fulton Drives plant was chosen as our 2019 Timken Ergo Cup winner and planned to represent our company at the Applied Ergonomic Society Ergo Cup in 2020; unfortunately, it was postponed due to COVID-19.

Timken takes great care to protect the health of both associates and temporary employees at work. Around the world, all of our manufacturing plants have a designated occupational health clinic to handle on-the-job injuries and designated first responders on-site. Many of our larger facilities feature nurses on-site. We also take preventative measures by requiring preemployment medical screenings to be performed for associates, and we have provisions for addressing health concerns when they arise for existing associates.

Timken encourages associate health by providing monthly health education sessions on topics ranging from healthy eating habits to mental health. We offer biometric screenings and access to dietitians and registered nurses at no cost at our world headquarters. Associates also have access to our new fully equipped Fitness Center at our headquarters, which offers group classes, personal training, and more. Additional wellness programs are offered at Timken locations around the world and we are continuously working to expand these programs.

Associates and qualifying spouses on Timken medical insurance plans earn an annual insurance discount for taking a biometric screening and meeting other simple criteria. Similarly, Timken associates who smoke face a monthly surcharge on our medical insurance plans, which is waived if they quit or join a company-sponsored cessation plan. Smoking, vaping and the use of tobacco or nicotine products are prohibited in all company facilities unless approved for smoking cessation.

Timken utilizes state of the art technology to ensure all protected information is secure and safe, as well as requiring associates to take an annual security training course.

Benefits

Company Sponsored Medical

We provide different medical plans to help best fit the needs of each associate.

Supplemental Benefits

We offer supplemental benefits, such as additional life insurance and disability plans, to help ensure associates are covered for unforeseen situations.

Parental Leave

We are proud to offer both paid maternity and paternity leave to our associates in the United States.

Diversity and Inclusion and Associate Resource Groups

We strive to create an environment that is reflective of our customers and communities worldwide. Diverse backgrounds and points of view drive innovation, continuous improvement in our operations and associate engagement and satisfaction.

To further our goal of inclusiveness, Timken associate resource groups (ARGs) around the world help us understand and address the challenges facing our diverse workforce and leverage the opportunity diversity offers. Since 2009, our associates have driven the expansion of regional chapters across three primary ARGs.

Women's International Network (WIN):
Ensuring women have opportunities to reach their full potential.

With six chapters globally, WIN promotes the advancement of women at Timken, but is open to all members regardless of gender or gender identity. WIN focuses on leadership topics and provides guidance to managers and supervisors who want to engage women in more strategic roles and responsibilities.

Multicultural Association of Professionals (MAP):
Promoting multicultural awareness, understanding and integration.

MAP provides a forum that helps diverse associates share ideas and work together more effectively. Associates around the world can view recorded sessions any time, any place.

Young Professionals Network (YPN):
Helping young talent develop personally and professionally.

Emerging leaders within the company can network, participate in professional development opportunities and learn skills to further their careers. YPN is aimed at broadening associates' skills to help them excel in current and future roles.