

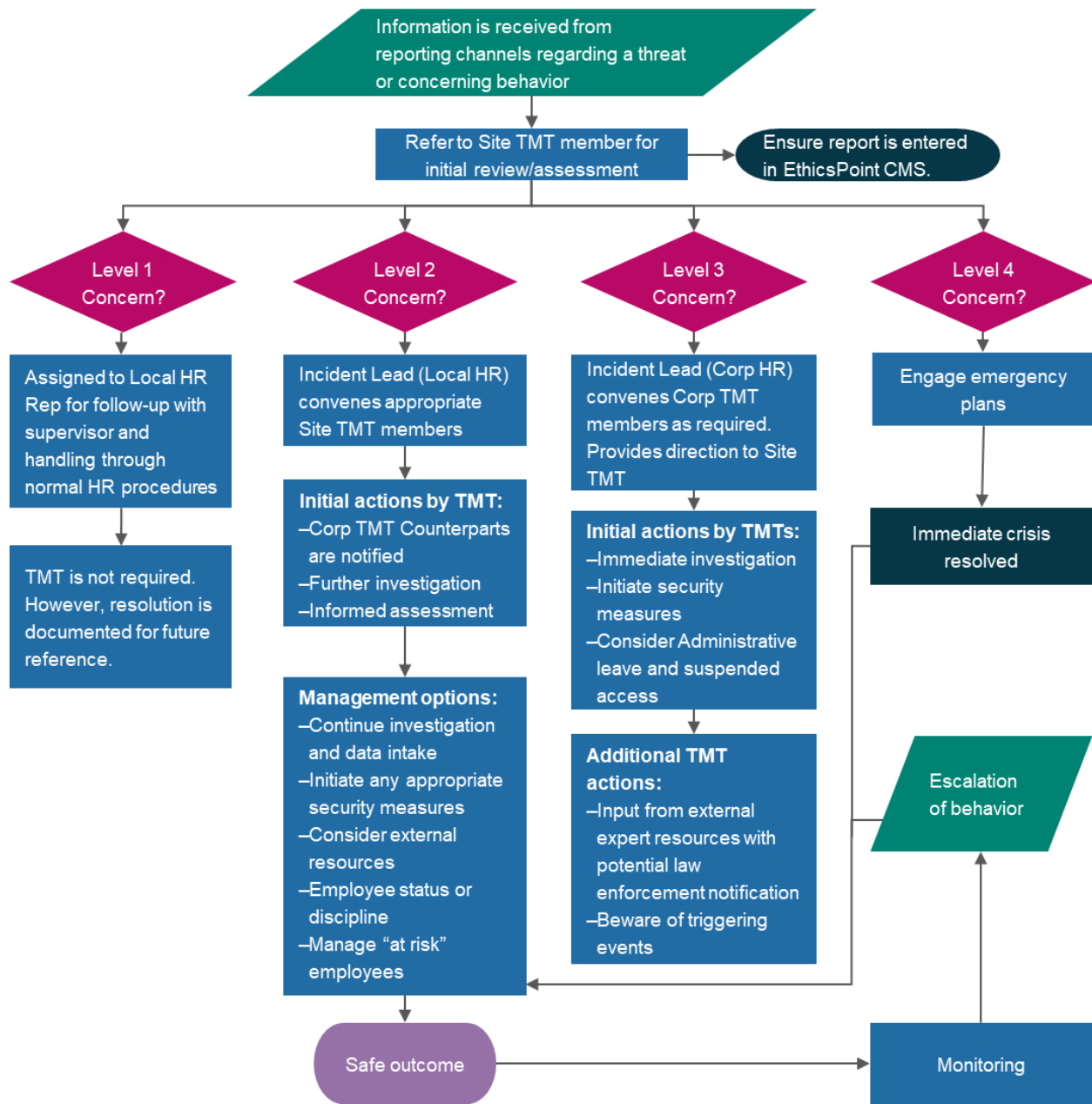
Quick Reference Guide: WPV Threat management for CNH sites

Guidance for the **Site-level** “Threat Management Team” (TMT) in coordination with the Corporate TMT in response to any report of conduct that generates a reasonable concern for potential of workplace violence (WPV).

Initial Triage: Level 1 (Low); Level 2 (Moderate); Level 3 (Elevated); and Level 4 (Emergency)

Incident Lead: Local HR (Levels 1 and 2) | Corporate HR (Level 3)

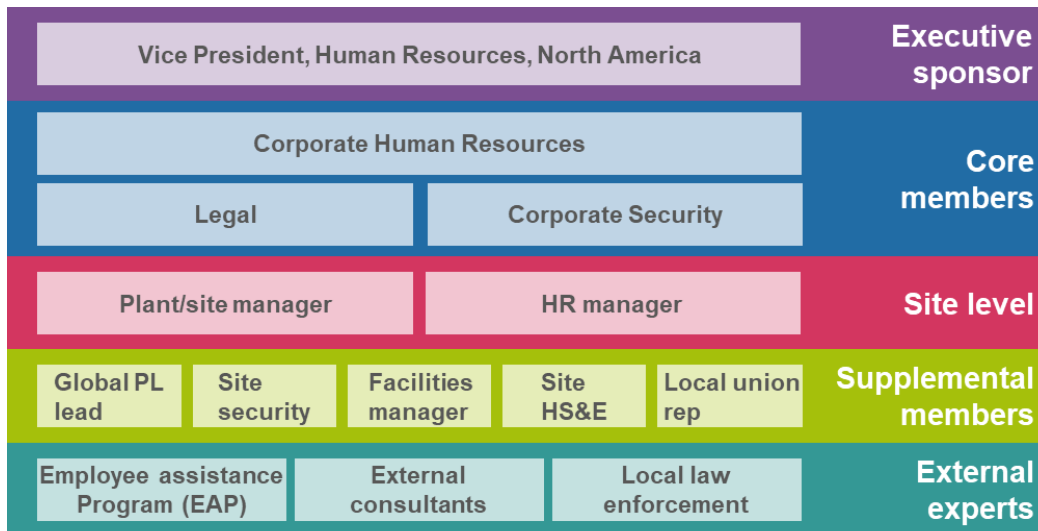
Decision Tree



Assessment protocol

Assessment and management draw upon the TMT's multi-disciplinary resources. For Level 2-4 concerns, the employee may be placed on **administrative leave** pending further investigation and/or evaluation. Incident Lead or other representative from HR to deactivate badge and notify Security/guards/reception.

Staff Risk Assessment Matrix (SRAM) (in Guidebook Addendum) to be completed before any employee termination and as ad-hoc basis as part of risk assessment process. The TMT team should meet to review the file and assess risk to CNH with potential escalation before any action is taken.



Name	Title	Contact information
Site level (record your core site-level members here):		
	Site Manager	
	Local HR Rep	
	Local EH&S Rep	
	Ad hoc	
	Ad hoc	

Remember:

- ✓ Global Product Line Leaders, Plant or Site Managers, and Site HS&E Representatives have critical visibility into the operating environment and physical security controls at all operating facilities.
- ✓ Site level TMT must ensure Corporate level counterparts are kept informed and their guidance is sought
- ✓ EthicsPoint will be utilized as the WPV Case Management System and Global Compliance will play a key role in oversight of the case management system documentation and preparation of tracking of program metrics. The EthicsPoint Threat Management Incident Report Form can be accessed at CNHPreventWPV.ethicspoint.com.