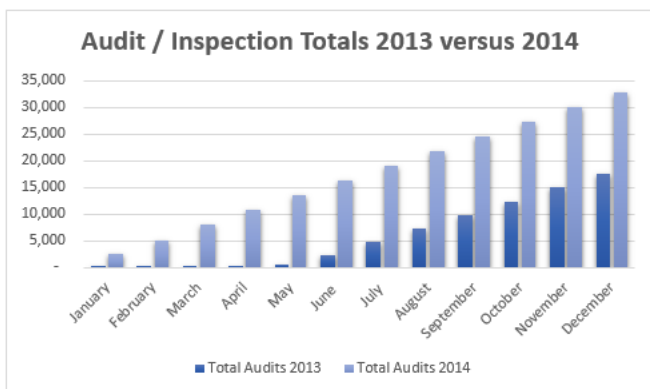


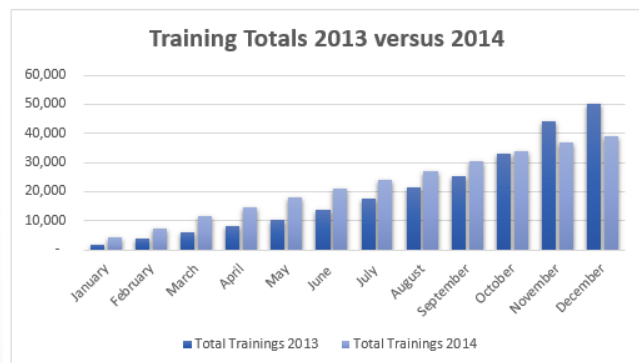
FASTENAL® Annual Environmental, Health & Safety Report 2014

Fastenal Company employees continue to drive success by improving workplace safety in 2014. Participation in safety events and processes continues to be the cornerstone of success throughout the organization. Many of these events drive proactive safety engagement which enables our management and employees to help prevent incidents from occurring.

Fastenal employees and managers participated in over 32,000 audits and inspections in 2014. These audits include facility self-audits, department audits, inspections, and site visits. This also gives managers an opportunity to talk to employees about relevant safety topics and areas for improvement.

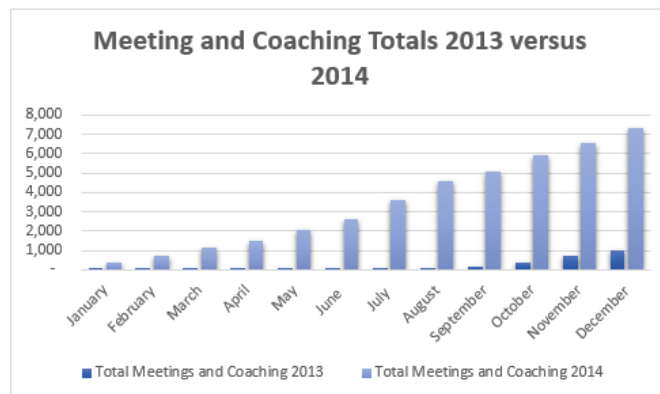


Fastenal employees also participated in over 39,000 safety trainings through our Fastenal School of Business. These trainings are a vital component to ensuring new and existing employees understand relevant safety topics. These topics include things like Globally Harmonized System, Safe Lifting, and Safety Orientation.



Fastenal stores and distribution centers also participate in one-on-one safety coaching through our behavior based safety program.

This program allows for managers to understand safe work practices and how employees are using them. This process of observation continues to drive improvement in our business as we invest in additional areas such as stores, manufacturing facilities, and transportation business units. Managers participated in over 7,000 observations in 2014.



Overall our employees generated over 79,000 safety events which helped our business reduce injuries and increase the importance of employee health & welfare. This is a 15.6% increase over 2013.

As a result a number of locations achieved great recognition by the National Safety Council. These locations include:

- **Occupational Excellence Achievement Award** – Companywide Hardware Store Locations
- **Occupational Excellence Achievement Award** – Winston-Salem Distribution Center, High Point, NC
- **Occupational Excellence Achievement Award** – Product Support Center, Winona, MN
- **Significant Improvement Award** – Cold Heading and Manufacturing, Loves Park, IL
- **Significant Improvement Award** – Indianapolis Distribution Center, Indianapolis, IN
- **Significant Improvement Award** – Modesto Distribution Center, Modesto, CA
- **Perfect Record Award** - Winston-Salem Distribution Center, High Point, NC
- **Perfect Record Award** – Product Support Center, Winona, MN

