



## **Health, Safety, and Environmental Policy**

Henniges Automotive is committed to protecting the health, safety, and environmental aspects of our team members, customers, contractors, and the communities in which we conduct business.

As globally responsible corporate citizens, we are committed to exceeding the sustainability requirements of our stakeholder, which includes compliance with all applicable governmental regulations, as well as conducting our business with impeccable ethics, honesty and integrity. We will incorporate our HSE policies with continuous improvement to our operations, procedures, and processes to enhance our overall environmental and safety performance.

Henniges Automotive is committed to:

- Ensuring a safe work environment for all of our team members.
- Operating in an efficient and conscientious manner to minimize impact on the environment and to protect the health and safety of our team members and our communities.
- Valuing our natural resources by minimizing waste, conserving energy and recycling when possible.
- Complying with all applicable environmental, Health & Safety regulations and any other applicable relevant laws.
- Continuously improving our HSE program by measuring our performance to ensure we reach our objectives and targeted goals.
- Encouraging (and in some cases requiring) active team member participation in all of our HSE programs and sites.
- Encouraging all team members to communicate any and all safety concerns without fear of retaliation.

A handwritten signature in black ink, appearing to read "Jennifer VanHorn".

Jennifer VanHorn

Global Vice President of Human Resources

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