



Occupational Health and Safety Policy

At TI Automotive we believe that the safety of our employees around the globe is our highest priority. Health and Safety is, and must remain, the top focus and responsibility of each employee.

TI Automotive is committed to driving and continually improving our occupational health and safety (OH&S) culture by developing and applying effective occupational health and safety system standards and practices appropriate to the risks and opportunities associated with our business activities. TI Automotive will rigorously apply our OH&S system standards to systematically and continuously improve the safety of our operations, the health of our workforce, and will take proactive steps to minimize workplace violence. Health and safety should never be compromised for any other financial or other business objective.

This OH&S Policy is supported and enhanced by our OH&S Procedures and our ISO 45001 OH&S Management System. TI Automotive intends that our Policy, Procedures, and Management System will allow us to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety risks, and raising awareness among employees, contractors, visitors, and others who may be impacted by our operations.

Our commitment to providing a healthy and safe working environment supports the following health and safety principles:

1. Provide an environment where work-related health and safety risks are controlled to prevent injuries and occupational ill health.
2. Comply with all legal and other applicable OH&S requirements and conform with relevant international standards by implementing continuous improvement programs.
3. Implement an effective OH&S management program, integrated with ongoing business activities, which will:
 - a. Identify, assess, and control OH&S risks and opportunities from known causes of occupational injuries and ill health associated with operational processes and workplace environments.
 - b. Ensure that risk assessments are conducted on a regular and on-going basis for all manufacturing locations in order to identify hazards and establish prioritized objectives for the elimination and/or reduction of risk.
 - c. Maintain workplaces to ensure that they are safe and without health risks, including a means of ingress and egress, with adequate facilities and arrangements for employee safety and health.



- d. Provide and maintain plant, equipment and operational procedures, and controls that prevent injury and ill health.
- e. Ensure safety and management of health risks in connection with the use, handling, and storage of articles and substances.
- f. Ensure that all employees, at every level of the organization, understand and are committed to implementing our OH&S Policy, Procedures, and Management System.
- g. Provide a mechanism for the consultation and participation of employees and their representatives related to OH&S activities.
- h. Develop OH&S competency through effective training and leadership at all levels in the organization, including promoting and encouraging a positive health and safety culture through the dissemination of information, training, instruction, and supervision.
- i. Provide sufficient information, instruction, training, and supervision to enable employees to recognize and avoid hazards and to contribute positively to the health and safety of themselves and others while at work and outside of work.
- j. Audit and validate OH&S systems, procedures and processes, and performance through internal and external audits, and validation.
- k. Investigate the causes of work-related injuries and ill health and take actions to prevent recurrence.
- l. Align the requirements of our OH&S Policy, Procedures, and Management System with all other business disciplines and ensure that they are subject to performance measurement and continuous improvement programs.
- m. Include OH&S strategies in the business planning process to ensure OH&S remains an integral part of all aspects of our operations.
- n. Set annual measurable OH&S objectives for all operations and, at group level, ensure OH&S culture, continuous improvement, and compliance with requirements.
- o. Communicate and share successful practices and lessons learned from incidents in order to continually raise awareness and to take proactive steps to prevent injuries and accidents.

We will regularly report our OH&S performance, including in our Annual Sustainability Report, as part of our commitment to transparency and to achieving excellence in OH&S. Copies of this OH&S Policy are available to all employees, contractors, and visitors. This OH&S Policy is also published on our intranet sites as well as our public website. All employees are encouraged to read this OH&S Policy.