

HEALTH, SAFETY & ENVIRONMENT POLICY STATEMENT

MISSION ZERO 

This statement is a TMD Friction Global Policy and Standard; it applies to all TMD sites, facilities, functions and departments.

Health, Safety and Environmental (HSE) is a core value in TMD Friction, which will never be compromised. This HSE policy will be implemented worldwide with the expectation that senior management at each facility takes ownership and responsibility for its application. Conformance to this HSE Policy will be reviewed as part of the company's strategic deployment process, which is applied throughout all TMD Friction sites.

TMD Friction will continue to use proactive measures. These are laid out in the 2021 HSE objective and KPI's, which are designed to continually improve HSE and promote a workplace culture that is intended to reduce the number of accidents and injuries; leading to our ultimate goal of **Mission Zero**. We will strive to continually improve performance in all aspects of our HSE programs through the aligned objectives and KPI's and **'Say No To Risk!'**

TMD Friction facilities will:

- PREVENT ACCIDENTS**
 - **We plan and execute** activities and tasks properly
 - **We identify and control risks** through proactive application of appropriate technologies and procedures
 - **We act quickly** by stopping unsafe behaviour or workplace conditions
 - **We aim** to achieve 100% safe working conditions
- LEAD BY EXAMPLE**
 - **We are all HSE leaders** and take the responsibility for HSE excellence and 'SayNoToRisk!'
 - **We support the HSE programs** and activities of our stakeholders, suppliers and contractors
 - **We communicate effectively** and consult openly between management and employees
- COMMUNICATE ACTIVELY**
 - **We cultivate open and accurate HSE reporting** and learn from root-cause analyses
 - **We acknowledge** good HSE behaviour
- MINIMISE THE ENVIRONMENTAL FOOTPRINT**
 - **We Strive to minimise the environmental impacts of our business and to prevent pollution** by continually improving our environmental performance through a regularly reviewed programme of objectives and targets that promote clean air and water, conserve energy and reduce landfill rates.
 - We continue to find opportunities to **reduce the use of energy and resources** through continual investment in our infrastructure and education of our employees
 - **We regularly review and assess** the materials and consumables used in our facilities and replace hazardous components.

Our Global HSE Operating systems are aimed at providing suitable and sufficient resources, and training to ensure compliance with all applicable legal and company requirements. Each TMD Friction manufacturing facility will maintain suitable management systems and legal compliance registers that meet or are equivalent to ISO Health, Safety, Environmental and Energy standards.

Internal monitoring and auditing are vital parts of the TMD Friction HSE compliance program; these will be undertaken at prescribed intervals to ensure compliance. Senior management at each site will ensure prompt response and corrective action for detected problems as appropriate under the circumstances.

TMD Friction VP HSE will oversee and periodically review the following with the CEO and Senior Management Team; (1) integrity of the Company's HSE compliance performance; (2) internal disclosure and compliance control systems, and; (3) the implementation and effectiveness of the Company's programs to promote compliance with its legal and regulatory requirements.

This policy is periodically reviewed to ensure that it remains appropriate and relevant.



David Baines, CEO TMD Friction

TMD FRICTION
A NISSHINBO GROUP COMPANY