



OCCUPATIONAL HEALTH, SAFETY, ENVIRONMENTAL & SUSTAINABILITY POLICY

International Automotive Components (IAC) Group is a leading global supplier of innovative and sustainable instrument panels, consoles, door panels, overhead systems, bumper fascia's and exterior ornamentation for original equipment manufacturers. Headquartered in Luxembourg, IAC's reach spans the globe, with over 18,000 employees in 17 countries.

International Automotive Components (IAC) Group is committed to: -

- Ensuring the occupational health, safety and welfare of its employees and others that may be affected by the company's activities.
- Ensuring compliance with our statutory and legislative duties.
- Complying with all other local and governmental requirements.
- Continual improvement, achieved by setting objectives and targets, monitoring, and measuring performance. Reviewing the effectiveness of the management systems covering occupational health, safety, and the environment.
- Addressing the concerns of interested parties such as regulators, shareholders, the public and our neighbours where practicable.
- Reducing environmental & safety impacts from its work activities and processes.
- Delivering IAC Global Safety & Environmental Standards, incorporating chemical handling, machinery safety & design, fire safety & protection, emergency preparedness, personal protective equipment, manual handling, and ergonomics.
- Sustainable development within our product design and operations to meet our business needs without compromising the ability of future generations.
- To review, annually report, and to continually strive to improve our sustainability performance.
- Reducing our carbon impact, by 2030 to achieve a 50% reduction in our Scope 1 & 2 carbon emissions and by 2050 to achieve carbon neutrality.

(IAC) Group believes that the welfare, health, and protection of employees will be best served by the integration of safety and environmental awareness into all work activities. We are committed to minimising the risks to people, equipment, and the environment. All new activities will be assessed for environmental impact and appropriate occupational health and safety provision.



Existing activities will be subject to risk assessment with the objective of eliminating risk, substituting safer processes or materials, also aimed at preventing and reducing pollution, so far as is reasonably practicable.

Competent Health, Safety and Environment professionals will be appointed to provide support and advice to all levels in the business. Each employee will be given such information, instruction, and training as is necessary, on occupational health, safety & environmental good working practices.

All employees are expected to:

- Be environmentally responsible.
- Work safely and adhere to health, safety and environmental procedures and processes. Use safety equipment provided.
- Contribute to the maintenance and improvement of safe and healthy conditions for themselves and others in the workplace.
- Comply with IAC Global and local HSE Standards

A system of consultation, co-operation and communication with employees will be maintained to stimulate continuous improvement and encourage best practice in relation to health, safety, and the environment.

It is the duty of the (IAC) Group Management Team, to ensure that this policy is communicated to all staff. The successful implementation of this commitment requires teamwork and full cooperation at all levels throughout International Automotive Components (IAC) Group.

Kevin Baird,
Chief Executive Officer

Working Safely is the Most Important Thing We