

	Corporate Policy Manual	
	Document Number:	CPM 14.01
	Document Owner	A. Rodzik
	Effective Date:	01/01/2023
	Revision Number:	04
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HEALTH AND SAFETY POLICY STATEMENT		

1.0 PURPOSE

1.1 As a supplier of metal stampings and assemblies to the automotive industry, The Narmco Group has designed this procedure provide basic safety guidelines for all personnel to follow to ensure the safety, health, and well-being of all employees, provide instruction for general safety practices and techniques and to foster an open communication policy with our workers and Joint Health & Safety Committees (JHSC).

2.0 SCOPE

- 2.1 This policy applies to any Company within the Narmco Group full-time, part-time, or temporary personnel, as well as visitors and contractors.
- 2.2 These procedures are designed to provide basic safety guidelines and best safety practices for all supevisors and managers to help them safely administer the day-to-day operational tasks of our facilities. We ask all managers and supervisors to stay abreast of these policies. Changes are imminent. We ask our managers to employ an Internal Responsibility System (IRS) strategy to keep The Narmco Group current and compliant by expressing concerns and requesting policy changes, when needed, promptly

3.0 CORPORATE SAFETY POLICIES AND PROCEDURES

- 3.1 This safety policy states our overall view of safety and the tenets of the safety program for our various locations and construction sites.
- 3.2 In order to establish and organize good safety, practices, policies and procedures, these General Safety Policies and Procedures summarizes information regarding safety policies and procedures within these companies.

4.0 GENERAL COMPANY SAFETY PHILOSOPHY STATEMENT

- 4.1 This general company safety philosophy has been developed to reflect and communicate the proactive safety attitude maintained at this company.
- 4.2 All companies of The NARMCO Group will abide by the government health & safety legislation in its region, including any recognized security laws, regulations and/or standards:
 - 4.2.1 The Occupational Health and Safety Act (OHSA) - Canada
 - 4.2.2 The Occupational Safety and Health Act (OSHA) - USA
 - 4.2.3 Federal Regulation of Occupational Health & Safety - Mexico
 - 4.2.4 All other applicable federal, state or provincial health and safety regulations.
- 4.3 In addition, our safety philosophy includes the following vision statements:
 - 4.3.1 We strive to achieve a zero-injury workplace. Our approach encompasses education, management accountability and employee engagement. Our



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workplace safety and injury prevention efforts extend to subcontractors and visitors to our sites.


4.3.2 Our Target Zero initiative motivates employees to embrace a zero injuries mentality. The safety of every employee is a core value and paramount to our success as a business and is a strategic imperative for our organization.

4.3.3 We deploy an integrated, enterprise-wide EHS management system to fulfill our mission and the expectations of our employees, staff and communities based on the following principles:

- a.** We require all management and supervisory personnel to provide the leadership and resources to inspire and empower our employees to take responsibility for their actions and for their fellow employees to prevent injuries, illnesses and adverse environmental impacts, and create a safe, healthy and environmentally-responsible workplace.
- b.** We are committed to our environment to protect our employees, their families and our communities.
- c.** We aspire to continually improve our performance and influence others to pursue EHS excellence.
- d.** We evaluate or inspect our physical work environment to verify safe work conditions exist and employees are following the established safe work practices established by the company. Discrepancies are identified and corrected as needed.
- e.** We assess and continually improve our EHS program to achieve and maintain our high standards by setting and reviewing objectives and targets, reporting performance metrics, and routinely evaluating our program.
- f.** We expect all employees to embrace our Target Zero culture, share our core value for the protection of people and the environment, understand their obligations, actively participate, take responsibility and “walk the talk” on and off the job.

5.0 REVIEW AND REVISIONS

- 5.1** Safety programs, safety rules and training shall be developed to ensure all employees are knowledgeable of workplace hazards and are able to work safely.
- 5.2** Each Plant Manager will sign a Safety Commitment Statement annually and display conspicuously on their premises, including but not limited to lobbies and plant health & safety boards.

<p style="text-align: center;">THE  GROUP</p>	Corporate Policy Manual	
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5.3 These programs will be reviewed annually by Corporate Human Resources, in collaboration with Plant resources and revise as necessary.

E-Revision #	Date	Revision Description
01	1/07	New format for electronic file
02	06/20	Update
03	08/21	Review
04	01/23	New layout