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As we design and manufacture the highest standard seating systems and interior components for the automotive industry, we aim to create a healthy and safe working environment for all our employees. Safety is our top priority and through our 'Safer Together' initiative, we promote a proactive, inclusive, and responsible approach to safety. This approach strengthens our commitment to create a safer work environment together by sharing responsibility across all management levels within a collaborative safety culture.

OBJECTIVES

- To design and manage workplaces and processes to minimize risks at the source.
- To integrate health and safety across all operations and conduct risk analyses for proactive hazard identification and risk control, ensuring compliance with the risk control hierarchy.
- To focus on critical areas such as machine safety, workplace ergonomics, indoor air quality, chemical usage, personal protective equipment, emergency preparedness, and fire prevention to achieve zero accidents and occupational diseases.
- To prioritize Life-Changing Event (LCE) exposure control through effective planning and risk management strategies.
- To promote well-being and provide support for the employees' physical and mental health.
- To establish clear health and safety targets, track the performance and review by the top management through leading and lagging indicators to facilitate continuous improvement.
- To involve employees in consultation processes to ensure their insights and feedback are considered, especially during changes, supporting a collaborative health and safety approach.
- To actively involve the employees in the creation of a healthy and safe culture through open communication, awareness programs, and collaborative activities.
- To foster a culture of active engagement in safety by encouraging participation in hazard identification, near miss reporting, and contributing to the safety improvement.
- To deliver regular health and safety trainings, ensuring all employees have the knowledge and skills required to sustain a healthy and safe work environment.
- To promote safety leadership and recognize contributions through structured appreciation and recognition programs.

COMMITMENTS

- To prioritize and promote a safety-first mindset across the organization, ensuring it consistently takes precedence over quality, production volume, and cost (SQVC).
- To promote shared responsibility by encouraging all employees to actively contribute to a safer working environment through employee engagement and consultation.
- To provide the necessary resources and information to support the achievement of the health and safety objectives.
- To ensure continuous improvement in health and safety performance through regular reviews and the implementation of innovative solutions.
- To comply with all relevant national and international legal requirements, as well as the compliance obligations of interested parties.

