



ENVIRONMENTAL, HEALTH & SAFETY POLICY

As a member company of the Commercial Vehicle Group (CVG), it is KAB Seating's policy to conduct all of its operations in a manner whereby regulatory requirements, including Government and Local Authority are the minimum standards of the business. CVG (KAB Seating) shall identify those elements of our operational activities, products or services that can interact with the environment; including air, water, land, natural resources, flora, fauna, and humans. To ensure that policy becomes reality, CVG (KAB Seating) has developed and implemented procedures, practices and training that will protect the well being of our associates, their families and the communities in which we operate. We believe that operating an environmentally sound business is a mandatory requisite in providing our stakeholders with true, competitive value.

The following specific objectives will be achieved and emphasize our commitment to the Commercial Vehicle Group Policy:

- CVG (KAB Seating) will train all associates in procedures and practices that ensure the company is fully compliant with all regulatory requirements and in the significant aspects and impacts of our activities, products and services as the primary component of our pollution prevention activities.
- CVG (KAB Seating) will employ a self-auditing process to ensure compliance with governmental requirements, safeguarding all associates and the overall environment.
- CVG (KAB Seating) will constantly review and assess its processes in an effort to identify procedures and practices that will enable the company to exceed current regulatory and other requirements. This will encompass existing, modified and new processes where such procedures and practices provide economically viable improvements to associate safety and the general environment.
- CVG (KAB Seating) will work closely with our suppliers and customers to minimize waste, developing and using materials that can be re-used and / or recycled.
- CVG (KAB Seating) will review this policy on at least an annual basis and report to its senior management team performance in fulfilling its requirements and underlying objectives.
- CVG (KAB Seating) is committed to continual improvement of our processes and integrates environmental, health & safety considerations into all business activities.

Signed:.....


Date:.....5/1/2016.....

Michael Pritchard
Vice President EMEA Supply Chain

KAB // Seating