

ENVIRONMENTAL, HEALTH AND SAFETY POLICY

AxleTech is committed to the health and safety of humans and the environmental protection of natural resources and our communities. This policy states our commitment and philosophy and is the basis for the EHS program. The policy is intended to inform all stakeholders of our commitment to continually improve our EHS performance.

It is the policy of AxleTech to:

- Provide a work environment free from recognized hazards that have the potential for serious injury.
- To operate facilities in compliance with all applicable environmental, health and safety laws and regulations.
- To establish policies, procedures and practices that protect the health and safety of its employees, surrounding communities and the environment.
- Strive to use development and manufacturing processes that do not adversely impact the environment while continually improving our processes and technologies to minimize waste and emissions, minimize injury, health and safety risks and dispose of waste safely and responsibly.
- Conserve our natural resources by reusing and recycling materials and using recyclable packaging and other materials where feasible.
- Establish a workplace in which all employees are properly trained to comply with applicable environmental, health and safety laws and regulations, educate our employees in the use of leading environmental, health and safety work practices and equipment and to take personal responsibility for protecting the environment, themselves and each other.
- Establish goals for continual improvement in the environmental, health and safety arena.
- Conduct periodic audits of AT conformance with this policy and measure the progress of our performance against the established goals, objectives and targets.

It is the responsibility of AT Management to provide the leadership and resources necessary to support the principles set forth in this policy. It is the responsibility of each employee to support and uphold the principles set forth in this policy.



Theresa Skotak, V.P. of HR, EHS and Legal



Bill Gryzenia, CEO

