

## Health, Safety and Environment (HSE) Policy

November 2022

### 1. Purpose & Scope

- 1.1. To establish, implement and maintain a Global HSE Policy.
- 1.2. HSE commitment and principles shall be clearly defined, communicated and visibly demonstrated by everyone.
- 1.3. The application of this policy is mandatory on all Nemak Sites and in connection with Nemak business off-site.

### 2. Definitions

Refer to the [definitions](#) section of the Global HSE Management System Manual.

### 3. General Guidelines

#### 3.1. Accountability

- a) The Executive Leadership team led by Nemak's Chief Executive Officer (CEO) shall establish the Global HSE Policy.
- b) The BU senior executive shall be active and visible in promoting a common understanding of Global HSE Policy, HSE expectations and HSE culture.
- c) The Site / Plant Manager responsible for HSE shall be accountable for implementing the Global HSE Policy.

#### 3.2. Minimum Expectations

- a) The application of this Global HSE Policy shall be achieved through the implementation of the Global HSE Management System, which sets out Nemak's expectations and commitments to improving the HSE culture and performance.
- b) Management commitment and principles to execute World Class HSE standards shall be documented within the HSE Policy Statement (refer to Annex 1).
- c) A process shall be developed to ensure that the HSE Policy Statement signed by the CEO is at each BU location countersigned by the relevant BU Senior Executive and where appropriate, by the Site / Plant Manager responsible for HSE.

#### 3.3. Maintaining Expectations

- a) A process shall be developed, within the HSE Global Community, to ensure that the HSE Policy Statement is reviewed annually and, where appropriate, updated and re-issued.
- b) The BU senior executive shall ensure that the budgeting process allows for sufficient resources (financial and manpower) to meet Nemak's HSE expectations and to implement, maintain and drive continual improvement of the HSE management system. This shall form part of the annual HSE program & budget review.

#### 3.4. Communication and Engagement

- a) All Nemak employees shall receive training in the Global HSE Policy and its requirements.
- b) All Nemak contractors and visitors shall be made aware of the Global HSE Policy and its requirements.
- c) The signed HSE Policy Statement shall be prominently displayed at every Nemak location (see 3.2.c) for signature requirements).

### 4. Contact Information

Contact Global HSE Management Systems Manager.

### 5. Revisions

0 – September 2018

1 – November 2022

### 6. Created / Approved by

Created: Global Director of HSE

Approved: VP Manufacturing & PD  
Nemak CEO

### 7. Documents to support implementation

- 7.1. Annex 1: Nemak HSE Policy Statement



## Health, Safety and Environment Policy Statement

Nemak is committed to delivering the highest standards of health, safety and environmental performance. We believe that no harm should come from our operations. This policy statement defines our commitments to our employees, clients, partners, shareholders and the environment.

**We will deliver our operations and services in accordance with our values:**

- Customer focus - Understand customer expectations for HSE best practice. Where possible, benchmark key customer's HSE Management Systems
- Trust and collaboration - Ensure that the Global HSE Management System is based on the input and collaboration of our Global HSE management team. As a team ensure that what we develop and deliver is a true collaboration in the best interest of the global business
- Innovation - Ensure that HSE management within Nemak is based on what the business needs to perform as 'best in class' and not simply based on what has worked elsewhere
- Respect and responsibility - Respect our people, the environment, and society, act responsibly and understand the differing requirements of Global Nemak

**We will achieve this by ensuring:**

- Leaders at all levels place HSE at the top of their agenda
- Risks are identified, mitigated and controlled
- Clear objectives are established and we measure our performance against them
- We understand legislative and industry requirements, and ensure we comply with them. Those who work with us meet our standards

- Our communications on HSE are transparent and inclusive

The application of this HSE Policy will be achieved through the implementation of the Global HSE Management System, which sets out Nemak's expectations and commitments to improving the HSE culture and performance. We will regularly monitor the application of these commitments to provide assurance that we are delivering value and continual improvement.



**Armando Tamez**  
Chief Executive Officer  
September 2018

