



## **Health, Safety and Environmental (HSE) Policy**

As a company who are leaders in thermal technology, in Gentherm we design, develop and manufacture heating, cooling and ventilating devices for diverse global markets and according to our organizational context, we are committed to:

- Protecting the environment, preventing pollution and giving attention to significant environmental aspects, risks and associated opportunities.
- Establish the necessary conditions of health and safety at work for the prevention of hazards and risks of the activities of the organizational context itself including its threats and opportunities.
- Comply with legal requirements, obligations and other requirements of interested parties.
- Establish the necessary strategies to develop the participation and involvement of the workers and those who carry out activities for the organization in the decision making of this system.
- Continuously improve the environmental, health and safety management system through the measurement of our progress and reporting our results.

These principles constitute the framework that establishes the objectives and goals of Gentherm for its Environmental, Health and Safety Management System and the implementation of this policy is a high priority for the Senior Management and it's the responsibility of all employees to comply with.