



Occupational Health and Safety Policy

TAKUMI STAMPING CANADA INC. is committed to conduct all operations in a safe and healthful manner.

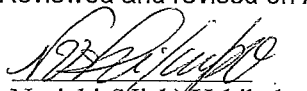
The Health and Safety of every Team Member is a fundamental consideration in every business decision and plan, and all reasonable precautions will be taken to protect employees from injury and illness. We are equally committed to protect the public, company property, and our customers from events, which could cause harm or economic losses due to our operations:

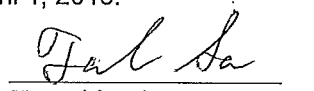
Our goal is to prevent the occurrence of all work-related injuries, illnesses and property losses. It is our philosophy that, by striving to eliminate unsafe conditions and actions, we will eventually achieve this goal.

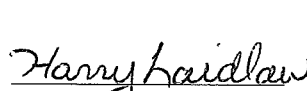
- Managers and Supervisors/Team Leaders are responsible for the safety of operations under their control.
- A safe work environment will be provided by eliminating or controlling hazards with appropriately designed equipment and facilities, safe operating procedures, and necessary personal protective equipment.
- All applicable safety regulations, codes and accepted work practices will be followed. Specific rules and procedures will be established and followed at this location.
- Each Team Member working in operations will be medically qualified, informed of any hazard associated with his or her job and trained in safe work procedures, the use of personal protective equipment, and any other means intended to provide required protection.
- All TAKUMI STAMPING CANADA INC. Team Members are responsible for performing their job activities in a safe and responsible manner and in accordance with local safety rules, safety related instructions given to them, and the training they have received. Failure to comply with these rules will result in disciplinary actions up to, and including, termination.
- Team Members are required to report any medical conditions which may affect their ability to complete their tasks/duties assigned.
- All unsafe acts, conditions and incidents must be reported to Team Leaders and investigated and corrected immediately.

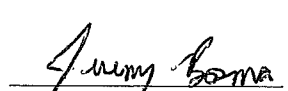
All Team Members are expected to support and participate in the TAKUMI STAMPING CANADA INC, Health and Safety Program. Together, with teamwork, we can eliminate workplace injuries and illnesses.


Reviewed and revised on April 1, 2016.

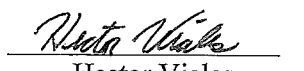

Noriaki (Nick) Ushikubo
Chief Operating Officer

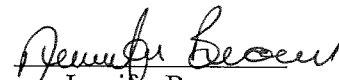

Tomohiro (Tommy) Sano
Senior Advisor


Harry Laidlaw
General Manager


Jeremy Bosma
HR Manager


Ken Lisabeth
ENG. Manager


Hector Viales
Assistant QA Manager


Jennifer Brower
Assistant MFG. Manager