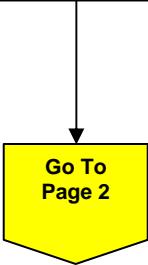


	Document Control No.:		Authorized By:	TS Ref. No.: 5.3
	ISO 14001 151-005	TS 16949 200-001-04	Core Team	ISO 14001 Ref. No.: 4.2
				Rev. Date
TITLE: 4.1	Dofasco Policy			Page 1 of 3

Objective	Define Dofasco Automotive Components Policies		
Process Flow			Remarks
<p>Dofasco Automotive Components is a world-class designer, manufacturer, and fabricator of high quality steel tubes and tubular components / assemblies for automotive and non-automotive applications. We further process our own tubing in high tech synchronous manufacturing cells to produce quality components and assemblies for direct supply to all major automotive customers and their suppliers.</p>			
<div style="border: 1px solid black; padding: 10px;"> <p style="text-align: center; background-color: #ADD8E6; margin: 0;">DOFASCO POLICY</p> <ul style="list-style-type: none"> ▪ It is the policy of Dofasco Automotive Components to comply with Technical Specification ISO/TS 16949 and ISO 14001 requirements. Brantford and London facilities are excluded from Design. Woodstock facility has no permissible exclusions. ▪ Dofasco Automotive Components is committed to continually improving the effectiveness and efficiency of our management systems. ▪ Through the Management Review process, a framework for the review of quality objectives and environmental objectives and targets is established. ▪ We live our Core Values. ▪ We protect the integrity of our management systems. ▪ This policy is communicated and understood within the organization. </div>			
			<u>REFERENCES</u>

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TITLE: 4.1	Dofasco Policy				Page 2 of 3

Objective	Define Dofasco Automotive Components Policies.	
Process Flow		Remarks
<p><u>MANUFACTURING COMMITMENT</u></p>		
<p>See Page 1</p> <p>Continual Improvement</p>	<p><u>DEFINE & MEASURE</u></p> <p>Meet our objectives of “Zero PPM, Provide 100% On Time Service and Overall Equipment Effectiveness”, measured through;</p> <ul style="list-style-type: none"> • Quality • Availability • Performance 	<p><u>REFERENCES</u></p>
<p>Continual Improvement</p>	<p><u>IDENTIFY</u></p> <p>Use industry tools;</p> <ul style="list-style-type: none"> • Six sigma. • Lean fundamentals • Continual improvement. • Process / Product design error proofing and our employees knowledge and skill to determine opportunities of improvement. • Partner with Suppliers that support our objectives and management system <ul style="list-style-type: none"> • Production Suppliers are expected to be ISO 9001:2000 registered. • External Labs are expected to be ISO/IEC 17025 registered. 	
<p>Continual Improvement</p>	<p><u>IMPLEMENT</u></p> <p>Using Our Management System Framework Based on ISO/TS16949: 2002(E) and ISO 14001: 1996(E), Develop and Implement Actions, and Measure Improvements.</p>	
<p><u>ENVIRONMENTAL COMMITMENT</u></p>		
<p>Go To Page 3</p>	<p>Dofasco Automotive Components is committed to the responsible environmental management of its operations. The company is committed to:</p> <ul style="list-style-type: none"> • Reducing waste. • Controlling air emissions and waste water discharges. • Conserving natural resources. • Meeting established targets and objectives. • Prevention of pollution. • Compliance with all relevant environmental legislation, regulations and other environmental requirements to which the organization subscribes. 	

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TITLE: 4.1	Dofasco Policy			Page 3 of 3

Objective	Define Dofasco Automotive Components Policies.		
Process Flow			Remarks
<div style="text-align: center;"> <p>CORE VALUES</p> <p>Safety Continuous Improvement Customer Driven Integrity & Trust Team Work</p> </div> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="width: 30%;"> <p style="text-align: center;">SAFETY</p> <p><u>Think & Work Safely</u></p> <ul style="list-style-type: none"> Put safety first 24 hours a day Be alert Follow safety rules Prevent unsafe practices Look out for your fellow employees and visitors Be proactive, not reactive Lead by example Don't take short cuts Learn the safe way Participate in plant/office safety activities Practice good housekeeping Exercise Patience </div> <div style="width: 30%;"> <p style="text-align: center;">CONTINUOUS IMPROVEMENT</p> <p><u>Do Your Job Better Every Day</u></p> <ul style="list-style-type: none"> Suggest ways to improve Reduce waste Small improvements are OK Fix the problem Simplify the job Learn something new everyday </div> <div style="width: 30%;"> <p style="text-align: center;">CUSTOMER DRIVEN</p> <p><u>Satisfy The Customer</u></p> <ul style="list-style-type: none"> Everyone is responsible for satisfying our customers Always think about how your actions will affect our customers Understand what the customer wants Be creative Respond quickly Break down barriers Become a partner Keep lines of communication open </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="width: 45%;"> <p style="text-align: center;">INTEGRITY & TRUST</p> <p><u>Be Open & Honest</u></p> <ul style="list-style-type: none"> Do what you say Be fair Be honest Be considerate Be truthful Admit your mistakes Respect others Be responsible for your actions </div> <div style="width: 45%;"> <p style="text-align: center;">TEAMWORK</p> <p><u>Working Together is the Key to Our Success</u></p> <ul style="list-style-type: none"> Put the team first Respect other's opinions Listen to others Build better relationships Help others Do whatever it takes Share ideas and information Avoid finger pointing </div> </div>			<p>REFERENCES</p>