**Our Commitment to the Environment**

It is Commercial Vehicle Group’s (CVG) policy to conduct operations in a manner that minimizes its adverse environmental impact. CVG continuously evaluates its impact on air, water, land and other natural resources, and is investing in programs, technology and trainings to enhance environmental performance and conserve natural resources. As such, CVG applies sustainability-focused innovation throughout its products and operations with the goal of continuously reducing our carbon footprint through eco-efficiency programs and energy efficiency initiatives.

Our environmental commitment is overseen by Executive Management and is governed by the following commitments and objectives:

* Develop objectives to closely monitor those aspects that could have the greatest impact on the environment.
* Continuously improve the efficiency of our operations to minimize any impact that we may have on the environment, with emissions and waste minimization and management being a primary component of each facility’s pollution prevention efforts.
* Operate facilities in a responsible and compliant fashion consistent with ISO 14001 standards, meeting or surpassing regulatory requirements and customer requirements where imposed.
* Educate and empower employees to behave in ways that protect the environment.
* Strive to continuously improve our environmental management systems to enhance environmental performance through audits and program modifications.

CVG’s efforts to protect the environment requires the attention of all employees and leadership. As such, this policy will be reviewed and communicated to all persons working for or on behalf of our company annually. Failure to conform to our environmental standards is considered a serious infraction and will result in disciplinary action, up to and including termination. Employees are expected to immediately report any actions that do not support our commitment to the environment to an onsite supervisor or manager, to Human Resources or to the Corporate Safety Officer.