



ZF Environmental, Health and Safety Policy

Vision

Environmental Responsibility as well as the Health and Safety of our employees are core company values for ZF. EHS is an integral part of the Company's culture and strategy. ZF EHS performance aims to be industry leading and provides recognized value to all our employees and stakeholders.



Mission

ZF will therefore manage EHS in all its operations, functions and activities to:

- Comply with all legal and regulatory requirements
- Minimize EHS risks and prevent impacts, including the supply chain
- Meet or exceed relevant, mutually agreed, customer EHS requirements
- Achieve EHS excellence through implementation of companywide standards and an integrated EHS management system
- Ensure the protection of the health, and promotion of the well-being, of our employees worldwide
- Promote energy efficiency, responsible use of resources and minimization of our impact on the environment including climate change considerations
- Consider the life-cycle EHS impacts when designing and manufacturing our products
- Continually measure and improve its EHS systems and performance



Execution

ZF shall execute world class EHS Management Companywide by the following:

- Ensuring management ownership, leadership and personal accountability
- Establishing and continually improving health leadership and management
- Empowering a global EHS team to provide EHS leadership, governance and service
- Creating, executing and following strategic plans in the EHS arena
- Developing and implementing an integrated EHS management system and assessing conformance on a companywide level
- Establishing and accurately measuring meaningful EHS metrics and targets for performance
- Sharing global EHS resources, knowledge, best practices and lessons learned
- Using a holistic approach (procedural, technical and behavioral elements) to identify and minimize potential EHS risks
- Establishing open and honest two-way communication of EHS issues and opportunities
- Engaging and empowering all employees to actively participate in achieving EHS excellence



Responsibility

All ZF employees worldwide, including contractors, are responsible for adherence to the Company EHS policy and standards. Management at all levels is responsible for the successful implementation of this policy within their area of control and shall lead by example. Managers are expected to accept ownership for EHS and ensure that EHS is integrated into the management of their business. Executive management of the Company takes overall responsibility for this policy. Authority for leading and measuring its implementation is delegated by the Board of Management to the EHS function.

Friedrichshafen, 26.03.2018
The Board of Management, ZF Group