

POLICY ON HEALTH PROTECTION AND SAFETY AT WORK

Denso Manufacturing Czech Company (Limited liability company) as an important manufacturer and supplier of the automotive industry has implemented and operates a certified system for management of health protection and safety at work (abbreviated to OHS) for all activities connected with design, development and manufacturing of final products and their components for the automotive industry.

Top management of the company declares this OHS Policy as a binding framework constituting an integral part of the company's overall management strategy and culture.

“Safety and Quality First “

Basic principles and goals:

- **The main goal is to secure safe working conditions** to prevent occurrence of occupational accidents/ injuries, health impairments or loss of life. At the same time, we strive for **continuous improvements in OHS area** regarding them as a means supporting performance and satisfaction of employees.
- **Employees are considered to be the key partners**, and their active engagement is essential for achievement of safe working environment. **Those in supervisory or managerial positions are responsible for creating and keeping conditions which protect health and safety of all associates.**
- Through **education, awareness enhancement and open communication**, we prevent occurrence of unnecessary and unacceptable risks jeopardizing health of employees, contractors and the general public.
- Each employee is obliged to **actively contribute to fulfillment of this Policy**, mainly by his/her responsible approach, collaboration and initiative proposals leading to OHS improvement.

Commitments of top management:

1. To identify and assess risks in OHS area, to take efficient measures to remove or minimize the risks and to secure a high-quality working environment with emphasis on ergonomics.
2. To prevent occurrence of occupational injuries and health impairment systematically.
3. To analyze causes of all occupational accidents and take measures for recurrence prevention.
4. On a regular basis to monitor, review and implement requirements of legal and other regulations related with the activity of the company.
5. To set specific targets in accordance with this Policy and evaluate their fulfillment regularly for continuous improvement.
6. To implement proven working methods and procedures both in routine operational activities, and in the planning of future projects.
7. To secure necessary resource for keeping and enhancing OHS level.
8. Extend knowledge and informedness of employees in OHS area by regular training, confirmation of knowledge and supporting open communication.
9. To apply and promote the principles of the OHS Policy also to our contractors.
10. To support improvement of OHS through an open dialogue with employees and other stakeholders.

This Policy is binding for all employees of the company. Respecting the Policy and active co-participating on its fulfillment is a fundamental part of everyone's work duties.

In Liberec, July 1st, 2009
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Akihiko Kakiuchi
President

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