


# 2024 Sustainability Report





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 Northern Michigan, USA

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The Inteva Way

The Inteva Way

# A Letter from the CEO

As CEO of Inteva Products, I am proud to share our progress and commitment toward a more sustainable future. Since our founding in 2008, we have remained committed to taking meaningful actions to ensure the health and safety of our employees, caring for our communities, and creating products that meet our customers' expectations while protecting the environment.

In this Sustainability Report, we highlight the strides we've made to reduce our environmental footprint, promote social equity, and uphold the highest standards of governance. These efforts are rooted in our belief that sustainable growth is the foundation for long-term success.

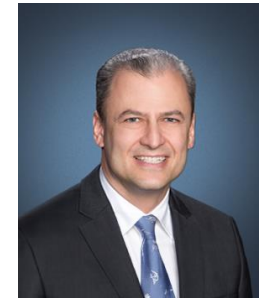
In 2023, Inteva aligned our goals with the United Nations' recommendations for sustainable development. This transformative decision has enabled our organization to evolve in ways that uphold our Vision and Core Values. I look forward to witnessing the ongoing progress we continue to make towards a sustainable world.

Thank you for your trust and support.



*"Customers and partners recognize Inteva as a global leading company in innovation, sustainability, and products that enhance the consumer experience."*

**Gerard Roose**  
President & CEO



# About Inteva

Inteva Products is a customer-driven, leading global automotive supplier providing innovative, reliable, and environmentally friendly products that enhance vehicle quality, safety, and performance. Inteva has global resources for design, engineering, manufacturing, and customer service for Closure Systems, Interior Systems, and Motors & Electronics product groups.

Formed in 2008, we are a tier-one automotive supplier that is focused on achieving sustained global growth, providing excellent customer service, and driving innovation. Inteva employs more than 9,000 people in 30 sites and maintains our World Headquarters in Troy, Michigan USA.

At Inteva, our **Core Values** are foundational to everything we do. They are a guide to business at Inteva.

- *We act with integrity.*
- *We respect, trust, and support each other.*
- *We act as one global team.*
- *We put the customer at the center of our business.*
- *We are smart competitors.*
- *We innovate, grow, and learn.*
- *We provide a safe work environment.*
- *We care for the world and our communities.*





# Goals and Progress

Inteva is dedicated to protecting human health for our employees and the community, as well as natural resources and the global environment. Beyond compliance with laws and regulations, Inteva has integrated this dedication into our business decisions, placing a large focus on our environmental decisions and practices.

The following environmental principles provide guidance to Inteva team members around the world in the conduct of their daily business practices:

- We are committed to **environmentally responsible** actions.
- We are committed to **reducing waste** and pollutants, conserving resources, and recycling materials at every stage of the product life cycle.
- We continue to pursue the development and implementation of technologies that **minimize pollutant emissions**.
- We continue to support all governmental entities in **the implementation of environmental laws** and regulations.
- We continually **assess the impact of our facilities on the environment** and the communities in which we live and operate, with a goal of continuous improvement.




Inteva operates with global facilities that are Certified to the ISO 14001 Standard.



*In 2023, Inteva aligned its sustainability goals with the United Nations 17 Sustainable Development Goals. Inteva currently has policies and events supporting 13 of the goals. We recognize the importance of each and are committed to expanding our reach to all 17 goals in the future.*

# Awards & Recognition

Inteva has earned numerous awards reflecting our exceptional performance, customer-focus, innovative solutions, and unwavering commitment to sustainability and quality. These recognitions from industry leaders and key partners highlight Inteva's excellence in product development, operations, and environmental stewardship. Here are just a few recent examples:

-  **2023: Navistar recognizes Inteva as a top-performing supplier at its 2023 Supplier Excellence Awards. Inteva was awarded a Bronze Performance Award.**
-  **2023: Shanghai Inteva Automotive Door Systems Co., Ltd wins 2023 Win-Win Cooperation Award by the Beijing Automotive Group Co. (BAIC) for high-quality execution and innovation.**
-  **2023: Shanghai Inteva Automotive Door Systems Co., Ltd receives Global Automotive Components (GAC) Quality Award based on delivery of excellent quality products.**
-  **2022: Inteva receives Society of Plastics Engineers (SPE) Automotive Innovation Award for Inteather™ Eco Trim Material, demonstrating Inteva's innovations help to drive sustainability efforts.**
-  **2021: Inteva Matamoros selected as one of the elite Daimler Truck North America suppliers to achieve the Master of Quality Award.**
-  **2020: Inteva Products Named Michigan's Best and Brightest in Wellness®**









# Sustainability Governance

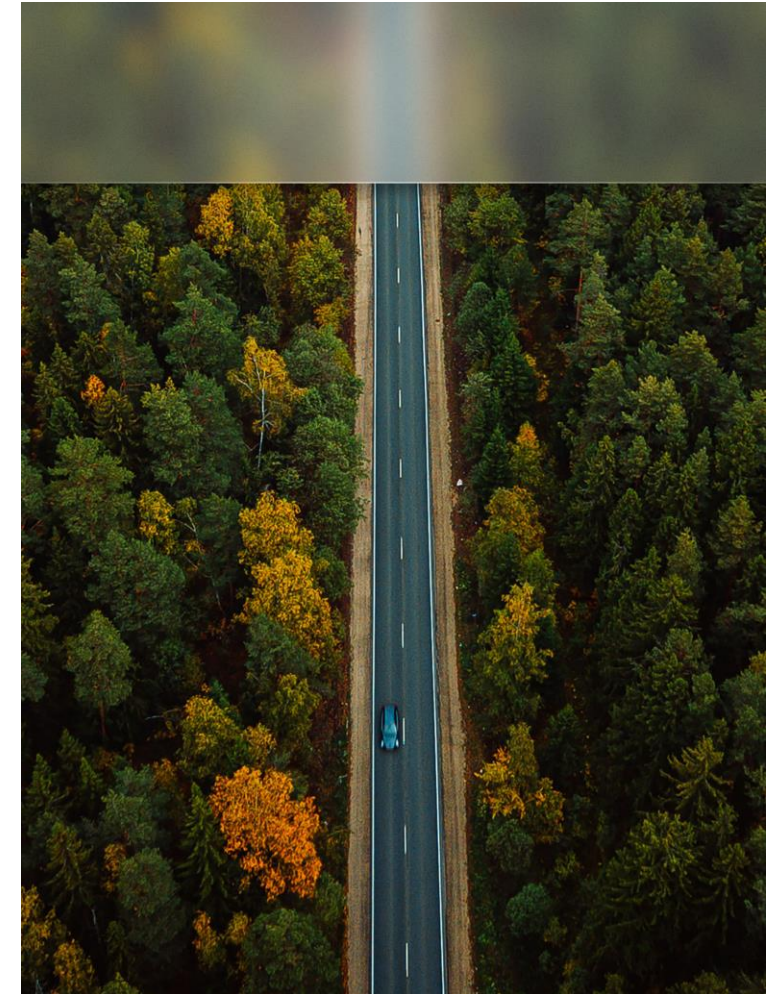
Inteva's governance is powered by our drive to promote a sustainable industry, innovation, and infrastructure within our organization. This is in alignment with sustainable development goal 9 from the United Nations.



## Sustainability Team

Our cross-functional Sustainability Team is committed to expanding our sustainability practices. Led by an executive champion, various functions are represented including:

- Communications
- Design Studio
- Engineering
- Human Resources
- Legal
- Marketing
- Operations
- Quality
- Sales
- Supply Chain Management





# Supply Chain

At Inteva, we lean on our strong Core Values to ensure our actions benefit the communities in which we operate, and we choose to work with suppliers who uphold those same values. All our endeavors are directed towards having responsible consumption and production processes, allowing us to align supply chain practices to goal 12 from the sustainable development goals.

The Inteva Supplier Code of Conduct contained within our Supplier Requirements Manual outlines our expectations of suppliers. Highlights include:

**Anti-Bribery:** Comply with all relevant anti-corruption, anti-kickback and anti-bribery laws and regulations.

**Basic Working Conditions:** The use of child labor and forced labor is prohibited.

**Collaboration:** Strong business relationships are created by establishing mutual goals and sharing values.

**Conflict Minerals:** Comply with all laws regarding the responsible procurement of conflict minerals.

**Diversity:** We recognize and value diversity in our supply chain.

**Environment:** We use recyclable materials and implement policies to reduce greenhouse gas emissions.

**Fair Competition:** Compliance with competition law is core to Inteva's value of integrity and responsibility. We expect the same of our suppliers.

**Health and Safety:** Occupational Health and Safety Assessment Series (OHSAS) 18001 certification is encouraged.

**Managing Chemical Substances:** Take measures to safely manufacture, transport, use, and manage any chemical substances.

**Managing Imports and Exports:** Comply with International Traffic in Arms Regulations (ITAR) Export Administration Regulations (EAR) and Customs-Trade Partnership Against Terrorism (C-TPAT).

**Protecting Confidential Information:** Take appropriate measures to protect all confidential information of customers, suppliers, third parties, and our employees.

**Respect and Impartiality:** We encourage suppliers to adopt and expect respectful, open, honest, and timely communication.

Communicating and reinforcing these expectations with suppliers allows Inteva to maintain a supply chain that supports our Core Values.

## **Supplier Sustainability Compliance**

When onboarding a new supplier, Inteva requires a successful Supplier Capability Assessment (SCA). This ensures each supplier is capable of meeting Inteva's requirements and terms according to our Supplier Code of Conduct. These audits include a range of questions, including topics from supplier environmental policies to their hiring records. In addition, if the supplier's commodity or home country put them at risk of forced labor, a separate audit is done focusing solely on forced labor.

Within each SCA, Inteva collects information about each supplier's environmental management. We request suppliers to include a documented environmental policy that shows a commitment to continuous improvement. The SCA looks for evidence to determine progress on any environmental goals.

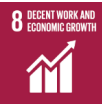
Inteva also communicates sustainability requirements with our suppliers through a user-id restricted supplier portal. Within the Inteva Supplier Portal, suppliers can view all the uploaded certificates pertaining to sustainability and will receive reminder emails when certificates are about to expire. Example certificates that Inteva tracks in the supplier portal are ISO 140001 Environment, ISO 50001 Energy Management, ISO 27001 Information Security Management, ISO 26000 Social Responsibility, and OHSAS 18001 Occupational Health and Safety. This process confirms our suppliers are up to date on their required sustainability certifications.

## **Diverse Sourcing**

To continue using a diverse supplier base, Inteva uses cross-functional sourcing teams to verify each supplier meets our standards and needs. Our sourcing data highlight a diverse range of suppliers, as well as diversified spend amongst suppliers.

## **Conflict Minerals**

Inteva suppliers must provide all relevant certifications relating to conflict minerals and file all required reports requested by Inteva or our customers. Suppliers must also comply with all laws regarding the responsible procurement of conflict minerals and understand the source of the minerals used. In addition, suppliers must contractually obligate their supply chain to follow these same requirements for any parts related to Inteva, ensuring a responsible supply chain.



# Global Compliance

Inteva carries out annual compliance training to over 9,000 global employees. The compliance training program gives guidance on ethical business practices, provides important reminders on the importance of compliance and individual accountability, and ensures employees have an awareness of any relevant international economic and trade sanctions.

Our global compliance trainings aspire towards alignment with United Nations Sustainable Development Goals to cultivate an inclusive, ethical work environment and sustainable economic growth.

Inteva's training plan proactively addresses risk areas for automotive suppliers and responds to issues captured through Inteva's global EthicsLine and other channels. Our EthicsLine is independently operated and available 24 hours a day, 7 days a week. It offers the ability for any employee or third-party stakeholder to call and anonymously report concerns regarding compliance or integrity within Inteva.

Additionally, Inteva hosts an annual training session focused toward protecting the workers' rights at all operations locations and throughout our supply chain, which includes opposition to slave and child labor. Inteva also conducts its yearly Code of Conduct training including sections covering respect in the workplace, preventing bribery, fair competition, and hotline calls.

## Code of Conduct

All Inteva employees worldwide are expected to strictly adhere to the employee code of conduct. Compliance with these policies is not only necessary, but also a part of company culture – our employees are committed to complying with all laws, regulations, and Inteva policies.

Within the employee code of conduct, we make commitments regarding employee health and safety, fair treatment of customers and suppliers, and confidential proprietary information. Additionally, there are clauses regarding our anti-discrimination, anti-retaliation, and anti-child and forced labor policies.



# Open Door Policy

Inteva's open door policy was created in 2011 with the goal of ensuring an open channel of communication between employees and management. This policy is a way for employees to ask questions, voice concerns, and share complaints from any aspect of Inteva.

The policy encourages employees to initially discuss any issues with their supervisor, who will contact higher management if necessary, ensuring the problem is resolved. However, speaking to a direct supervisor is not always possible. In these cases, we urge employees to reach out to their human resources representative or another manager, if necessary.

This policy forges a line of communication connecting employees with management, guaranteeing all voices are heard and understood. By implementing the open-door policy, Inteva can maintain a safe and supportive work environment for employees.

# Environment

*Protecting the natural environment is a key aspect of Inteva's Core Values. At Inteva, we strive to improve our processes each day with the goal of protecting the environment.*

# Environment



# Environmental Health and Safety

Inteva realizes our responsibility to operate in ways that are respectful to society and the environment. We are dedicated to the sustainable development goals that promote good health and well-being and work to mitigate the effects of climate change.

We show this commitment by complying with every applicable environmental law and going beyond in the communities where we operate. We have created a set of responsibilities that Inteva abides by, which are accompanied by these guidelines:

- Meet requirements of global, national, state, and local statutes, regulations, and standards protecting the environment and human health and safety. In the absence of laws and regulations, at a minimum, we will apply sound environmental, health, and safety (EHS) management practices.
- Establish internal EHS Standards that are robust, scientifically sound, and protective of the environment, and human health and safety.
- Implement EHS Management systems to identify and manage EHS risks, obligations, and opportunities.
- Establish specific EHS metrics to measure and report on our performance.
- Incorporate EHS considerations into our core business decision-making processes.
- Work to prevent accidents, injuries, and unsafe work conditions; promote energy and water conservation; encourage the reuse and recycling of materials; and reduce waste, emissions, and the use of hazardous substances in our operations.
- Monitor emerging issues and keep abreast of regulatory changes and technological innovations.
- Regularly communicate relevant and meaningful information about our EHS performance to our internal and external audiences.

Each month, the executive leadership team, Environmental Health and Safety site leaders, and cross-functional support members conduct a Safety Review Board meeting. In this knowledge-sharing meeting, participants gain an understanding of Inteva's environmental processes, recent incidents, corrective accidents, lessons learned, and look across. This aims to prevent similar accidents from occurring at other Inteva facilities.



# Emissions Breakdown

Inteva is committed to emissions reduction throughout our corporate offices and manufacturing locations in line with the sustainable development goal to participate in climate action. In our most recent CDP report, Inteva highlighted our scope 1 and 2 emissions and their decrease from the initial recorded base year.

	Base year	Current
Scope 1	30365 tCo2e	8295 tCo2e
Scope 2	74508 tCo2e	60303 tCo2e

\*Base year for Scope 1 is FY 2018, base year for Scope 2 is FY 2019  
\*Year of current data is FY 2022

Inteva facilities also create specific initiatives to reduce emissions. For example, we have initiated a project to input LED lighting in our facilities, incorporate HVAC timers, and increase our air compressor efficiency. These are just three examples that have made an impact on Inteva’s emission goals.

	Co2 Reduction	Lifetime	Emissions Scope
LED Lighting	250 tCo2	30+ years	Scope 2
HVAC Timers	750 tCo2e	20-30 years	Scope 2
Air Compressor Efficiency	500tCo2e	11-15 years	Scope 2

Our production facilities typically harbor most of our emissions output. 87% of scope 1 and 93% of scope 2 emissions come from our productions and operations facilities. However, Inteva is reducing this by introducing facility sustainability initiatives where Inteva facilities must carry-out a minimum of four environmental-related initiatives throughout the year, totaling over 100 new sustainability initiatives each year across all Inteva sites globally. These initiatives vary across facilities, and fall into several categories:

- **Energy/Process Efficiencies**
- **Lighting Efficiencies**
- **Water Efficiencies**
- **Waste Reductions & Recycling Improvements**
- **Community Outreach & Charitable Contributions**
- **Environmental Stewardship**

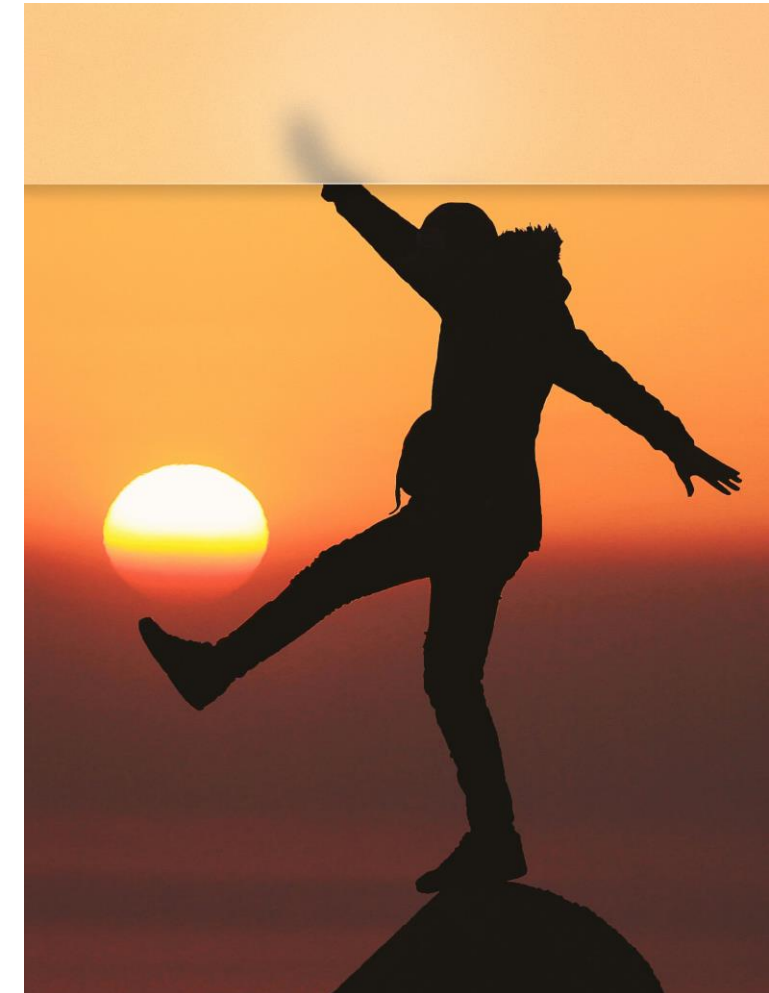




# Energy Generation & Usage

Inteva is dedicated to reducing our energy consumption while increasing our energy generated from renewable sources. This goal aligns with the United Nations' Sustainable Development Goal to provide clean energy and works toward the larger goal to protect the climate through climate action. Beginning in 2022, Inteva's India locations began incorporating renewal energy generation into their activities. This initiative allowed Inteva to use 608 MWh of renewable, non-fuel energy this year. This project marks a step towards Inteva's goal of caring for the environment and contributes to our company wide goal of using 100% renewable energy by 2035.

Additionally, Inteva's operations create heat energy. In 2023, we achieved a significant milestone by recapturing and utilizing all usable heat energy we generated by our operations facilities. Doing this prevents fuel from being used to heat our buildings thereby minimizing waste and emissions, reflecting our commitment to energy conservation. While this isn't renewable energy, it is created as a byproduct of our processes which we have turned into an asset.

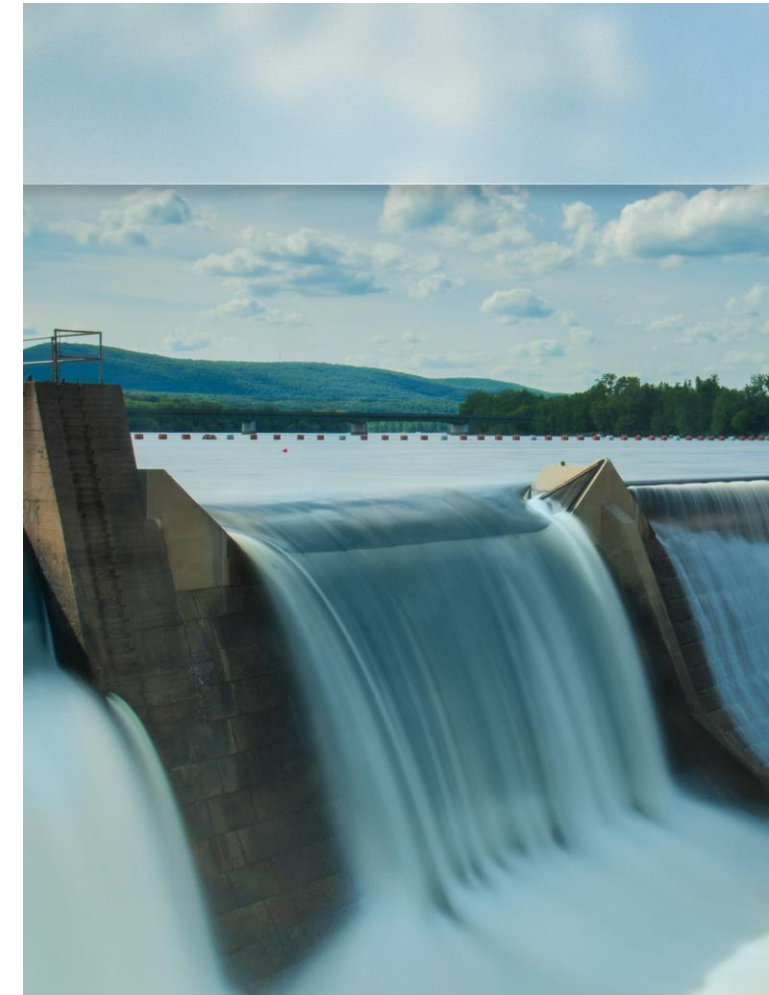




# Water Usage

Inteva tracks water usage from facilities throughout the world. Our goal to ensure water disposal is aligned with the sustainable development goal aimed at providing clean, sanitary water to all. We continue to monitor water usage and potential ways to decrease it. Most water usage throughout Inteva comes from our commitment since 2008 for 100% of employees to have access to water, sanitation, and hygiene (WASH) services.

Out of all the Inteva facilities, only three use waters for production purposes. Our facilities in Pune, India, Adrian, Michigan (US), and Matamoros, Mexico use water to help control air pollution produced from the facility. All water used for pollution control is recycled onsite for reuse to minimize both total water consumption and amount of discharge.





# Waste Management

Inteva's waste management procedures are aimed at reducing our impact on the environment, and ensuring we follow all regulations and laws regarding our practices. This goal works in harmony with goal 12 from the sustainable development goals, aimed at prioritizing responsible production and consumption.

## Hazardous Materials

Inteva has strict procedures for handling waste to protect the environment surrounding our facilities. We dispose of all hazardous waste according to all mandated laws and regulations. In addition, Inteva is working to decrease the amount of hazardous waste produced by our operations.

## Recycling

Recycling is another strategy Inteva employs to reduce waste throughout our processes. Inteva recycles in many different forms. In our corporate offices, there are dedicated teams to verify all recycled materials are properly disposed. In production, Inteva manages waste through the application of our sustainable products which allow for unused products to be reused, thereby reducing waste.

## Error-Proofing

Error-proofing in our facilities is another Inteva strategy to manage our waste output. Within production facilities, we complete error-proofing to help reduce human-made errors and decrease defective parts. Overall, this improves Inteva's product quality, increases efficiency, and reduces wasted parts.



Our

Our Sustainable Products

Sustainable

Products





# Inteather™ Technology

## Thermoplastic Olefin (TPO) Materials

Inteva's patented Inteather technology is created using TPO materials which have versatile use, low environmental impact, and high recyclability properties. Each of these features allows for a sustainable interiors alternative to be created without compromising quality or price.

Inteva uses TPO materials, 50% of which are recycled. This allows for a more sustainable and less wasteful process. Recycling the TPO material is good for reducing waste and is also more efficient and cost effective.

Inteather represents our commitment to enhancing sustainability and minimizing our environmental impact without compromising on quality or cost-effectiveness that are essential for our high-volume programs. Inteather delivers unparalleled design versatility and value to make the look and feel of premium cut/sew/wrap aesthetics accessible across diverse vehicle models.

## Eco-Process Sustainable Technology

Inteather's continued innovation aims to improve our sustainable technology by integrating advanced recyclability into its design, effectively balancing environmental stewardship with economic efficiency. Its recyclable nature would enable components to participate in a circular lifecycle, minimizing landfill waste. Using eco-process, all materials in a part would be crafted from TPO materials, allowing for complete recyclability and easier manufacturing processes. This advancement will contribute to enhancing the sustainability of vehicle production, aligning with our global environmental goals.

**Inteather dresses represent a pivotal intersection of sustainability and innovation at Inteva.**

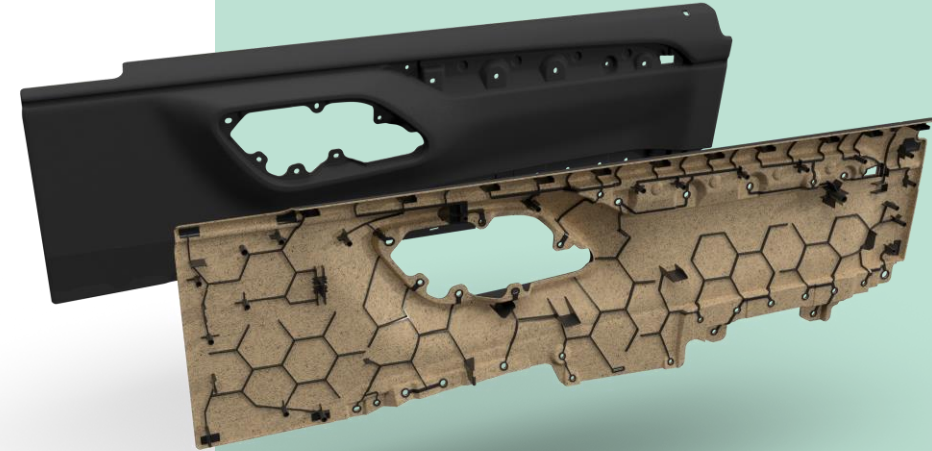




# InLite™ Technology

Inteva's InLite™ technology delivers economical and sustainable mass saving solutions. Our unique one-step method for Natural Fiber Reinforced Polypropylene (NFPP) integrates multiple manufacturing stages into a single tool, producing components that are 40-50% lighter than traditional injection-molded parts, enhancing vehicle battery life or fuel efficiency. Both hard clad and soft clad options benefit from this advanced NFPP approach.

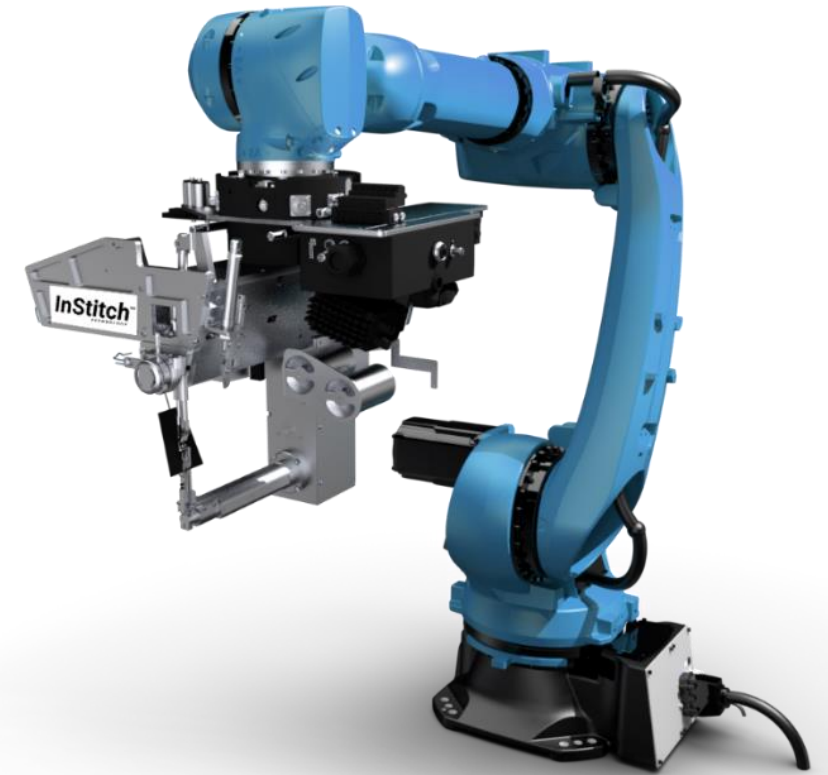
Additionally, we are focused on reclaiming unused NFPP that typically ends in landfills. By regrinding and re-pelletizing this waste, we transform it into reusable material, integrating it back into the manufacturing cycle. InLite offers the opportunity for cost avoidance as well as cost savings because of NFPP's recyclability. This provides for a more efficient and sustainable production process.





# InStitch™ Technology

Inteva's InStitch™ technology combines advanced sewing expertise, patented sewing head technology, and innovative scanning to deliver high-quality interiors and contribute to more sustainable operations. The InStitch system is up to 18 times faster than traditional cut, sew, and wrap processes, reducing costs and scrap waste. Implementing InStitch robotic sewing cells can reduce floor space requirements by up to 50% and optimize skill requirements for operators. This technology saves time and money, boosts output, and reduces waste, making InStitch a key component of Inteva's sustainability initiatives.



*Serving our employees and the community has been a longstanding priority at Inteva.  
Throughout each year, we participate in various activities around the globe, ensuring we are  
respecting our employee needs and benefitting the communities in which we operate.*

# Employees & Community

# Employees &

# Community



# Community Efforts

At Inteva, we value the communities surrounding our facilities, and we strive to fulfill our Core Value of caring for the community. Our efforts are aligned with the sustainable cities and communities' sustainable development goal to incorporate our Core Values as an aspect of our sustainability mission.

## Volunteering/Donations

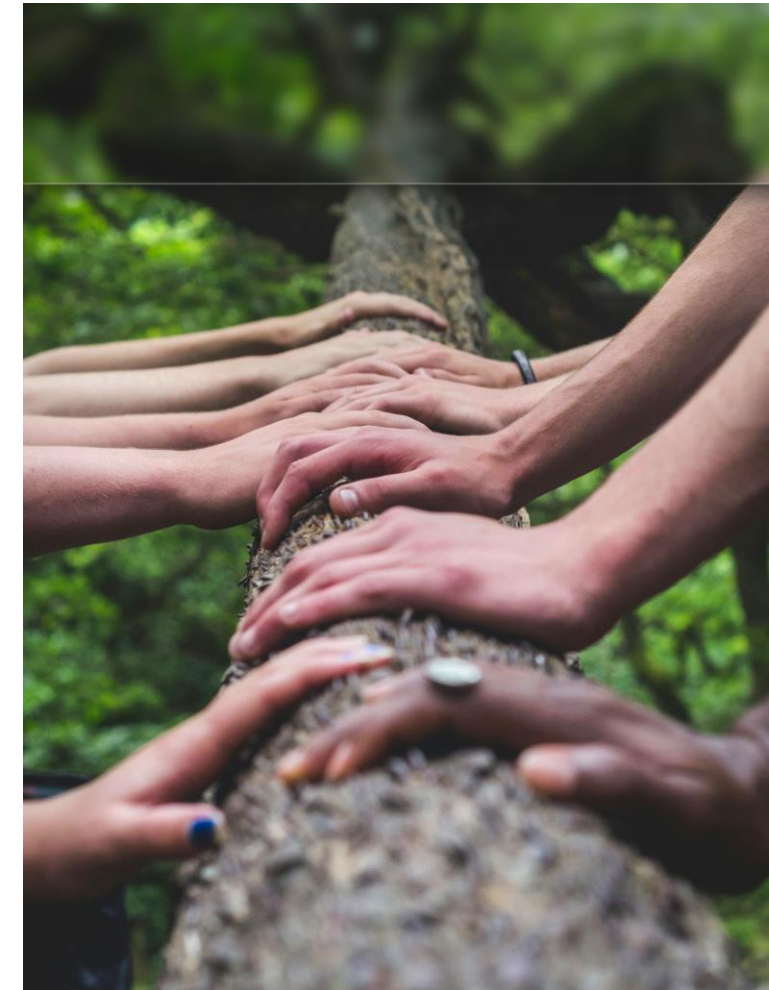
Throughout 2023, Inteva locations around the world have given their time, effort, and funds to organizations in need. Each Inteva location chooses to support its own cause that aligns with our Core Values and benefits the local community.

## Community Stories

Here are some examples of recent ways our employees around the world have worked together to create sustainable development in 2023.

The Inteva India team contributed to the construction of multiple washrooms for girl students at Government High School in Bagalakunte, Bangalore. The team also donated books to the school's library. This initiative was focused on empowering local girls to attend school, dissolving barriers to education so that they can develop the knowledge and skills necessary to rise out of poverty. This program was done in partnership with the Water, Sanitation & Hygiene Program (WASH).

Employees from our Troy headquarters in Michigan contributed in a number of ways to the Detroit-area community. Groups volunteered at Forgotten Harvest, a non-profit association that helps fight hunger by providing food to local charities, as well as the Central Detroit Christian Group, demolishing a house that will be transformed into affordable housing, and more.





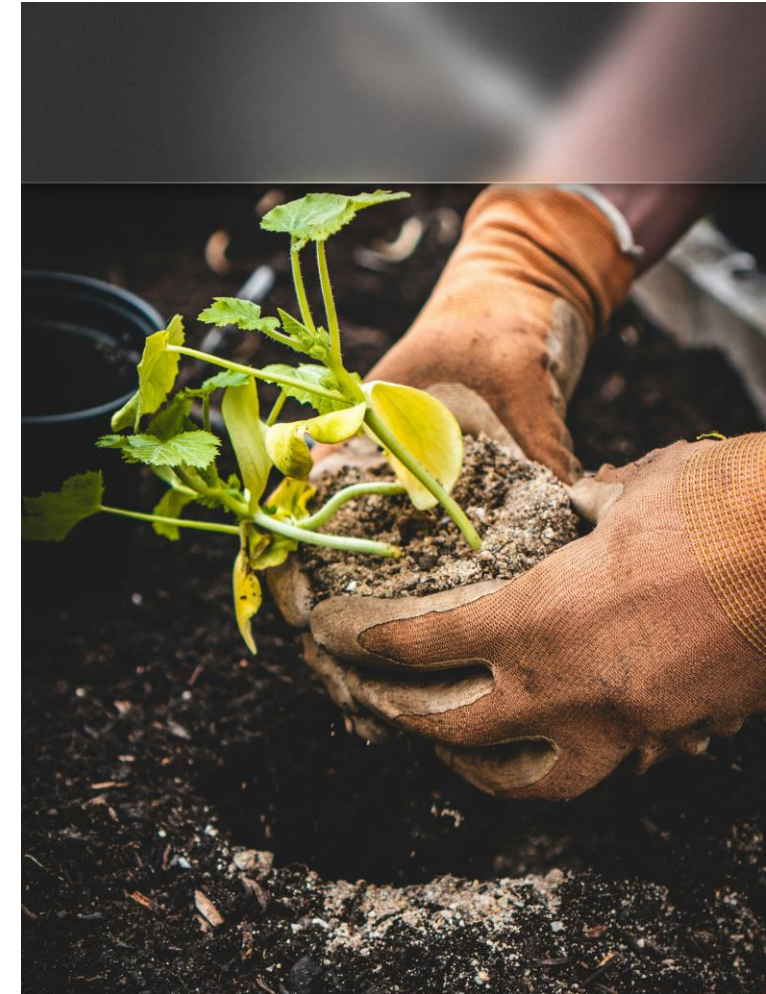
The Inteva Pune team in India held a volunteer event to collect nearly 45 pounds of garbage at Shree Ghoradeshwar Caves. A tree plantation was held the following day in Kelgaon village where the team planted 100 fruit and flowering plants in the village to help balance the eco system.

Our four plants in Matamoros, Mexico, collected food for dogs and cats as well as cleaning supplies and donated them to a local civil association. This association rescues homeless and abused dogs and pets. The association currently has about 160 dogs they are caring for while they look for a new home for them. The organization survives on donations, so Inteva employees wanted to help them to demonstrate our commitment to being a good neighbor and supporting the areas where we live and work.

Inteva Zhenjiang facility in China opened its doors to family, friends, and the community for an activity-filled day. The event focused on collaboration, increased awareness of the facility's capabilities, and fun.

"Inteva, an outstanding international enterprise with significant contributions, has played a crucial role in the development of the Zhenjiang New District. We wish for Inteva to have a brighter future, and may every family here be blessed with happiness and well-being," stated Ms. Zhang Chenjun, Vice Chairperson of Labor Union of the Dingmao Economic Development Zone in Zhenjiang during the event.

Employees at two Inteva sites across the globe dedicated time in their local communities in celebration of Earth Day. The Inteva Mexico Technical Center in Juarez joined the local United Way and the Misión con Visión youth shelter for a tree-planting event. The volunteers planted 25 trees in the community as part of the event. Employees and their families from Inteva Salonta in Romania joined more than 2,500 other volunteers from the area for a massive tree-planting event in their community as well. The event, "We Plant Hope: A Forest from Scratch," reforested areas around Salonta. The group of about 70 Inteva volunteers planted 750 trees during the event.







# Union Participation

Inteva is dedicated to ensuring that every employee works under fair working conditions, with adequate benefits and positive business relationships, in accordance with applicable local laws and regulations. This commitment is a cornerstone of our sustainability strategy, aligning with the sustainable development goal targeting quality working conditions.

In our operational facilities, Inteva supports employees' rights to join and be represented by a union. We operate both unionized and non-unionized facilities, adhering strictly to local laws in respective countries. Several of our locations are represented by trade unions, and unionized locations have collective bargaining agreements in place. Inteva strives to maintain positive business relationships with the trade unions, fostering collaboration and mutual respect.

Employees in our non-unionized facilities benefit from innovative, employee-centered human resources practices. These practices include Compliance Committee, Open Door Policy, Global Employee Survey, and access to our Ethics Line. This approach not only ensures compliance with labor laws but also enhances employee satisfaction and retention, reflecting our commitment to sustainable human resource management.





# Diversity & Inclusion

Inteva strives to create an inclusive, diverse workforce that can effectively drive innovative collaboration, contribute to our sustainable growth, and improve our market competitiveness. We have aligned our diversity initiatives to the sustainable development goals regarding gender equality and overall reduced inequalities to continue our progress in this field.

Inteva is an equal opportunity employer committed to providing all employees equal opportunity in the workplace regardless of gender, race, religion, sexual orientation, disability, or other characteristics protected by law and the Employee Code of Conduct. We comply with all applicable labor and employment laws around the world, including laws against harassment and discrimination.

## Diversity in the Workplace

Inteva is committed to providing a diverse, inclusive workspace for all. This commitment begins with our recruitment process and continues throughout all Inteva. Within our hiring process, we recruit from a variety of schools, including Historically Black Colleges and Universities (HBCU's) to ensure a wide variety of backgrounds and expertise in our offices.

Beyond the hiring process, Inteva provides equal opportunities for all employees. We are dedicated to diversifying our entire workforce, including all employees from production operators to our senior executives. Inteva strives to have a diverse workplace, and we will continue prioritizing diversity and uniqueness in our business processes.

Inteva began a Diversity & Inclusion Initiative in 2018 to explore ideas to implement diversity activities aligned with Inteva's Core Values and business strategies. The DE&I Initiative leverages employees' diverse backgrounds and experiences to foster enhanced decision making and collaboration as one global team. To help strengthen our employee engagement and retention we have included the initiation of our African American Employee Resource Group (AAERG).

We also support our employees through involvement in various professional societies, including the Society for Hispanic Professional Engineers and the Society of Women in Engineering. Inteva strives to continue joining more similar organizations and provides these resources to our employees.





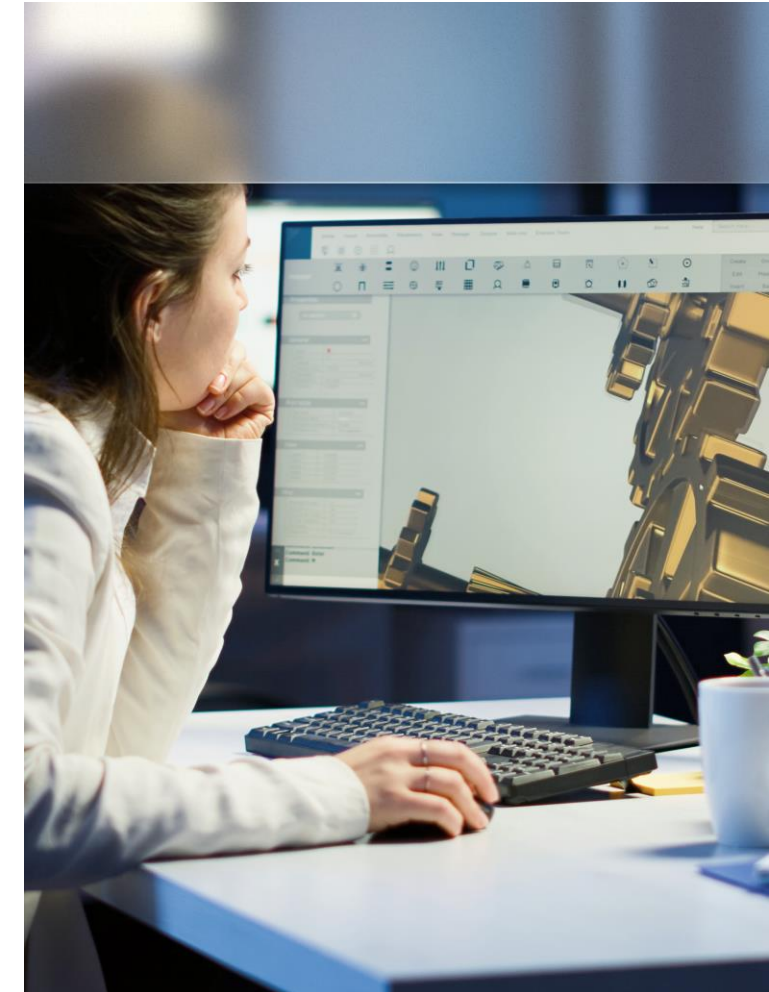
# Talent Management

Inteva offers a wide range of programs to develop and attract talented employees. We believe quality education is necessary to continue sustainable development worldwide, and that education can be provided in many ways, including at the workplace. Because of this, we have focused this work on the sustainable development goals, which help us continue to provide education and meaningful work to each of our employees. In addition, Inteva believes providing a welcoming work environment to all employees is key to retaining top talent. Beginning with our student programs, Inteva has various formalized plans to ensure the success of our employees. Beyond this, we offer informal opportunities for employees to learn and grow in their careers.

## Student Programs

Inteva also has established student programs, including internships and co-ops. We strive to hire quality applicants from local colleges and universities. Our intern program is designed on a functional basis, where interns focus their energy to learn one department and complete a summer long project. There is also the opportunity to present this project to senior management, providing early executive exposure to our students.

In addition, interns had the experience to work together, volunteer for the community, and attend various operations tours. Interns are assigned a mentor to assist them throughout their internship and advise them for the future. This support is meant to help interns adjust to the position and provide a bridge between the intern and their supervisor. In 2023, we hosted 14 interns and one co-op student across three locations in North America, providing opportunities for students to gain experience with Inteva.





### Rotational Programs

Inteva recruits new college graduates to join the Career Launch Program (CLP) annually. This program prepares future leaders for business at Inteva and gives participants the opportunity to build their cross-functional skill sets through our rotational program. This expands into various business functions throughout Inteva and includes a rotation in a production facility.

### Employee Development

Inteva is committed to developing our employee's skills to increase their knowledge and provide value to Inteva. Twice each year, employees meet for their performance review, where they can discuss their future aspirations and goals. If employees express this interest, they work with their manager to create a formalized development plan helping them achieve this goal. So far, this program has been successful at Inteva, and we are planning to expand this to a wider employee base in the coming years.

In addition to formalized plans, Inteva offers employees with a variety of other developmental opportunities. This includes monthly knowledge-sharing meetings, highlighting various functions and products within Inteva's business; plant tours to learn the processes required to create Inteva products; and engagement events, allowing employees to network and collaborate with their colleagues.

Throughout Inteva, employees at all levels have found mentors to assist them in professional development and adjusting to new positions, changing workloads, and more. Having a mentor is a valuable experience for our employees that allows Inteva to continue developing our workforce.

Finally, Inteva employees complete an annual survey to provide feedback on the workplace to management. Based on common trends in responses, Inteva works to implement and act on the feedback given to ensure continuous improvement in our workplace culture.





# Workplace Safety

Inteva is committed to protecting the health and safety of every employee because we believe all occupational illnesses and injuries are preventable. In addition, we believe good health and well-being, and decent working conditions are a right to each of our workers, which also contributes to sustainable development goals. We prioritize a quality work environment for each employee, regardless of their employment status or work within Inteva. All safety policies are mandatory for every employee, and there will never be a compromise of any individuals health or safety. A safe and secure work environment also means a workplace free from violence. Threats, intimidation, violence, and weapons have no place at Inteva and have a zero-tolerance policy. Inteva employees follow all health and safety regulations in addition to Inteva policy.

Our commitment means that every employee must be alert and attentive to minimize safety hazards in the workplace. Management must commit to supporting safe workplaces above any other priorities. Maintaining a safe work environment is a focus within our values, ensuring all Inteva employees work closely together to keep our workplaces safe.

## Close-Call/Lessons Learned

A close call is an incident that did not result in an injury but had the potential to cause one. Only a fortunate break in the chain of events prevented an injury or worse. Because close calls often precede true accidents, reporting, and investigating them helps to avoid future accidents. At Inteva, we also refer to these as a 'near miss'.

To ensure a safe workspace, Inteva requires all employees report close calls they experience, so we can avoid accidents. This improves workplace safety, especially in manufacturing plants, and is an inexpensive opportunity to improve safety before an incident occurs. Recognizing and reporting near miss incidents, no matter how small, helps to determine what can be done differently to prevent injuries and illness in the future.



## Ergonomics

Inteva has also adopted the Manufacturing Ergonomics Guidance Practice with the goal of maintaining a healthy and productive workforce through training, assessment, improvements, and re-assessment.

In each manufacturing plant, there is an ergonomics process leader who develops and implements the site's ergonomic plan. Initially, Inteva completes a risk assessment on all machinery, but also updates when there is a job change or new machinery within the plant. After implementation, they will assess progress metrics and make any necessary changes to protect employee safety. The goal of this practice is to decrease rates of Work-Related Musculoskeletal disorder.

## Safe Enough for our Families

At Inteva, our workplace safety vision can be summarized as "Safe Enough for Our Families". This is founded on three principles: listen, understand, and do the right thing. When combined, these principles assist in providing a safe work environment for every Inteva employee.

### Listen:

- Active employee engagement on all health and safety matters.
- Active management engagement to employee safety concerns.
- Two-way discussion on how to eliminate hazards and safety risks.

### Understand:

- Recognize a that both actions and failures to act can have safety risks.
- Know how to support the health and safety of yourself and your team.

### Do the Right Thing:

- Remain alert to health and safety of yourself and co-workers.
- If something looks unsafe, report to facilities manager.

Inteva provides all necessary equipment, procedures, programs, resources, and training necessary for each employee to realize this safety vision. As an organization, we work together to ensure safety of every employee, and this framework communicates the required steps to understand risks and do the right thing.



# Closing Remarks

Inteva has made great strides toward a sustainable future throughout 2023. We have worked toward our goals in line with our Core Values and aligned ourselves to the United Nations sustainable development goals. In addition, Inteva has committed to reducing emissions, emphasizing sustainable innovation, and concentrating on the safety and development of Inteva families and employees. Overall, Inteva has made significant progress in the past year, and we look forward to continuing our goal toward a sustainable future.