

Health, Safety & Environmental Policy

Subject: General Requirements

Supersedes: HSE-001.2

Policy Number: HSE-001.4

Issue Date: 1/21/05

I. PURPOSE

Hayes Lemmerz International, Inc. (the "Company") believes that protection of the health and safety of its employees, the public and the environment, at all of the Company's facilities, and in the communities in which the Company's facilities are located, is of the highest priority and importance. In order to promote this objective and to prevent unreasonable risk to its employees, customers and the public, the Company has enacted the following policy.

II. RESPONSIBILITY

The Company's officers and employees shall endeavor at all times to conduct the business of the Company in compliance with this policy and all applicable laws and regulations.

This policy has been adopted under the authority of the Company's Board of Directors and it is expected that all employees will comply with the terms and spirit of this policy. Management of the Company is expected to understand, implement and take responsibility for this policy and to keep informed about health, safety and environmental issues in their respective operations in order to ensure safe and environmentally sound conditions at all of the Company's facilities.

III. PROCEDURE

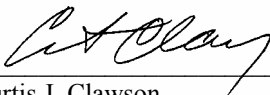
The Company will maintain and provide adequate resources for a staff of environmental, safety and health professionals who will develop, monitor and maintain a program to evaluate and continually improve the health, safety and environmental conditions at each of the Company's facilities. This program shall include:

- A. Development and adherence to appropriate written policies, plans and procedures to address the Company's health, safety and environmental concerns and to ensure that each of the Company's employees has a safe and healthy place of employment;
- B. Written Standards and Procedures aimed at preventing unreasonable risk to the Company's employees and to the public and which facilitate the detection and prevention of improper or illegal conduct;
- C. Employee meetings and training programs to be held periodically, but not less than annually, to ensure adequate understanding of, and dedication to, the Company's environmental, health and safety goals, programs, standards and procedures;
- D. Periodic auditing and loss control inspections of the Company's facilities where the Company's employees will be encouraged to bring non-compliance issues to the attention of those responsible for maintenance of the Company's health, safety and environmental program. Proper concern for health, safety and environmental compliance shall be encouraged, and no employee or agent of the Company shall be disciplined or treated adversely for reporting non-compliant conditions or conduct;
- E. Human resource disciplinary guidelines to ensure that appropriate action is taken in the event of a violation of the law or of the Company's policies and procedures;
- F. The design and development of manufacturing processes where waste minimization, source reduction and recycling are given proper consideration;
- G. Assessments at each location of legal and other requirements, significant environmental aspects, technological options, and finance, operational and business requirements, and based on these, each plant shall establish Environmental Targets and Objectives for continued environmental improvement;
- H. Development and adherence to procedures for corrective or preventative action to be taken in the event of a non-compliant or deficient condition;
- I. Responsibility and oversight of, and guidance for, the program by high level management of the Company; and
- J. Prompt communication with its employees, customers, government agencies and the public knowledge of any significant dangerous condition in any of its products or processes.

In support of these programs, the Company will ensure that health, safety and environmental standard compliance and accomplishments are incorporated into, and made an integral part of, the performance measures of the Company's management.

IV. NON COMPLIANCE

All employees are strongly encouraged to notify their Plant Manager, Business Unit President, General Counsel, Director of Health, Safety and Environmental or the Company's confidential Ethics Point reporting service of any adverse health, safety or environmental issues which have not been dealt with in a manner consistent with this policy.



Curtis J. Clawson
Chairman and Chief Executive Officer