

# »» Corporate Responsibility Guidance Statements

## Business Ethics

The basis for sustainable and successful business activity is to have integrity and transparent business practices. Companies are expected to operate honestly and equitably throughout the supply chain in accordance with local law, including those laws pertaining to:

### Corruption

### Anti-competitive Business Practices

### Protection of Intellectual Property

### Respect for Company and Personal Data

### Export Controls

### Conflicts of Interest

## Global Working Conditions

Understanding and managing the impact of working conditions on business has become a greater challenge with the increased globalization of automotive production. Developing responsible working conditions begins with having a shared understanding of the key issues up and down the supply chain.

### Child Labor

Child labor should not be utilized and age of employment should be in accordance with local labor law.

### Forced Labor

Any form of forced or compulsory labor, including human trafficking, should not be used.

### Freedom of Association

Workers should be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment. Workers should have the right to associate freely, join labor unions, seek representation and join workers' councils in accordance with local laws.

### Harassment and Discrimination

Harassment or discrimination against employees in any form is not acceptable. This includes, but is not limited to, gender, race, color, caste, disability, veteran status, union membership, political beliefs, origin, religion, age, pregnancy or sexual orientation.

## Health and Safety

Workers should have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

## Wages and Benefits

Compensation and benefits should be competitive and comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits.

## Working Hours

Working hours should comply with applicable local laws regulating hours of work.

## Environmental Responsibility

Companies are expected to pursue environmental responsibility throughout the supply chain in order to reduce the life-cycle environmental footprint of our products. All products manufactured within the supply chain, and the applied materials and substances used in the process, are expected to meet environmental standards for design, development, distribution, use, disposal or recycling. Such a comprehensive approach includes but is not limited to:

### Regulatory Requirements

### Reducing Energy Consumption

### Reducing Greenhouse Gas Emissions

### Increasing Use of Renewable Energies

### Appropriate Waste Management

### Environmental Testing

### Training of Employees and Sub-contractors

### Requirements for Sub-tier Suppliers

Note: Individual manufacturers may have their own standards, codes and policies that supersede portions of these guidelines.

*People and the environment are the automotive industry's most important resources.*

*For this reason, we are working together to improve the working conditions and the ethical and environmental performance of our supply chain.*

*We endeavor to achieve excellence, innovation, and performance in a sustainable manner.*

*The automotive industry has a high degree of complexity, therefore we believe in the benefits of a common approach and message.*

*Success depends on the commitment of our entire global supply chain.*