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# Supplier Code of Conduct Policy

**Effective Date: 9/1/2023**

## **Introduction**

Henniges Automotive is committed to conducting its business in an ethical, responsible, and sustainable manner. As part of this commitment, we expect our suppliers and business partners to adhere to high ethical and social standards. This Supplier Code of Conduct outlines the principles and expectations that suppliers must follow when conducting business with Henniges Automotive.

## **Compliance with Laws and Regulations**

Suppliers must comply with all applicable laws, regulations, and international standards relevant to their business operations, including but not limited to labor laws, environmental laws, health and safety regulations, and anti-corruption laws.

## **Conflict Materials**

Conflict minerals, including tin, tantalum, tungsten, and gold (commonly referred to as 3TG), have been associated with human rights abuses and conflict financing in certain regions around the world. Henniges Automotive expects our suppliers to:

- Comply with all applicable laws and regulations related to conflict minerals.
- Provide materials that are sourced ethically and in a manner that does not support armed conflict, human rights abuses, or environmental degradation.
- Implement due diligence processes to identify the source of conflict minerals in their supply chain.
- Cooperate with Henniges Automotive's efforts to assess supplier compliance and responsible sourcing practices.
- Promptly provide requested information and documentation related to conflict minerals.

## **Labor and Human Rights**

Suppliers shall not use forced labor or employ individuals below the legal working age. All workers must be provided with a safe and healthy working environment and must work voluntarily.

## **Discrimination**

Suppliers shall not discriminate against employees or job applicants based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic.

## **Freedom of Association**

Suppliers shall respect the rights of workers to associate freely, form or join labor unions, and engage in collective bargaining as permitted by local laws.

**Working Conditions**

Suppliers must ensure that working hours, wages, and benefits comply with applicable laws and industry standards. Overtime work should be compensated appropriately.

**Health and Safety**

Suppliers must provide a safe and healthy working environment for employees, taking necessary measures to prevent accidents, injuries, and occupational diseases. Workers should have access to clean drinking water, sanitary facilities, and appropriate protective equipment.

**Environmental Responsibility**

Suppliers are expected to minimize their environmental impact by:

- Complying with environmental laws and regulations.
- Implementing measures to conserve energy, prevent pollution when possible and reduce greenhouse gas emissions.
- Managing waste responsibly through recycling and proper disposal methods.
- Promoting sustainable sourcing and production practices.

**Ethical Business Practices**

Suppliers must conduct their business with integrity, transparency, and honesty. This includes:

- Avoiding any form of bribery, corruption, or unethical practices.
- Maintaining accurate financial records and reporting.
- Protecting intellectual property rights and confidential information.

**Accountability and Consequences**

Failure to comply with this Supplier Code of Conduct may result in corrective actions, including but not limited to termination of the supplier relationship. Henniges Automotive reserves the right to conduct audits and inspections to verify compliance.

**Review and Updates**

This Supplier Code of Conduct may be reviewed and updated periodically to reflect changes in laws, regulations, or business practices. Suppliers will be notified of any changes, and their compliance will be expected accordingly.

**Communication and Reporting**

Suppliers are encouraged to communicate openly with Henniges Automotive about any concerns or potential violations of this Code of Conduct. Suppliers should also report any violations or non-compliance they observe within their own supply chains.

How to Report a Complaint:

Email: [compliance.committee@hennigesautomotive.com](mailto:compliance.committee@hennigesautomotive.com)

MAIL: Henniges Automotive  
C/O Internal Audit  
2750 High Meadow Circle  
Auburn Hills, MI 48326

By entering into a business relationship with Henniges Automotive, suppliers agree to abide by this Supplier Code of Conduct and commit to upholding the highest ethical standards in their operations.

Supplier Company Name: \_\_\_\_\_

Authorized Company Representative  
Signature \_\_\_\_\_

Authorized Company Representative  
Name (Printed) \_\_\_\_\_

Date: \_\_\_\_\_