

Supplier Sustainability Policy

Henniges' goal continues to strive for exceptional focus and flawless execution. To achieve these high standards, we will increase our focus on long-term sustainability. This energized focus will ensure our success and long-term benefit for the environment, employees, business partners and shareholders.

Reaching these goals requires the full support from our global supply partners. This policy identifies expectations that each supplier is expected to follow in their business dealing with Henniges Automotive, including but not limited to:

Code of Business Conduct

We expect our suppliers, as well as their subcontractors, to comply with applicable laws and to adhere to internationally recognized environmental, social, and corporate-governance standards. Henniges' [Supplier Code of Conduct Policy](#) describes key expectations.

Compliance with Laws, Toxic Substances, Labor and Human Rights

Henniges suppliers must comply with all applicable laws, rules, regulations, orders, conventions, or standards enacted by international and domestic laws including UN Declarations that regulate the manufacture, labeling, transportation, licensing, approval or certification of Products or Services, including but not limited to, those relating to environmental matters, data protection and privacy, wages, hours and conditions of employment, subcontractor selection, discrimination, occupational health/safety and motor vehicle safety.

Comply with all applicable laws, in accordance with the principles of the International Labor Organization, the UN Global Compact, and the UN Universal Declaration of Human Rights.

Suppliers must:

- Comply with applicable local, national, and international labor laws and regulations related to fair wages, working hours, overtime, and labor conditions.
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.
- Prohibit requiring workers to surrender any identification documents, passports, or work permits as a condition of employment, nor should they be subjected to any form of human trafficking or modern slavery.
- Provide a safe and healthy working environment. This includes taking all necessary precautions to prevent accidents and injuries in the workplace, providing appropriate protective equipment, and ensuring clean, sanitary facilities. Workers must receive adequate training on safety procedures, emergency protocols, and the safe operation of equipment.
- Not engage in discrimination based on race, color, gender, age, religion, nationality, social or ethnic origin, sexual orientation, disability, political affiliation or any other protected category.
- Commit to train 100% of its procurement team on labor and human rights issues in the global supply chain by 2030.

Henniges will consider suppliers that have a robust labor and human rights management policy and effective management system more favorably during program sourcing awards.

Environmental Sustainability

Henniges is committed to working towards environmental sustainability in all our activities. Our goal is to partner with suppliers who provide us with goods and services that have reduced environmental impacts through resource and energy efficiency, sustainable sourcing of materials and minimization of waste generation.

Suppliers are expected to align with Henniges' commitments by developing and implementing their own environmental sustainability policy and program focused on conservation of natural resources. The supplier proactively influences its suppliers to address the most significant sustainability opportunities and challenges in its supply chains.

Audit and Corrective Action Process

Henniges reserves the right to audit and verify compliance with these requirements. Henniges also may take appropriate measures, including terminating a relationship with a supplier should the supplier violate, fail to correct, or show a pattern of continued policy violation. Failure to support audits from Henniges or designated third party auditor may result in New Business Hold status. This status will remain in effect until supplier has fully cooperated with the requested audit and corrected identified violations.

Mike Ostrander



Vice President Global Purchasing

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