

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, labor conditions, and employees' rights to freedom of association and collective bargaining, in accordance with applicable laws and internationally recognized standards (e.g., ILO conventions). Employees must be able to communicate openly with management regarding working conditions without fear of retaliation, intimidation, or harassment; where these rights are restricted by law, suppliers shall support alternative forms of employee representation and dialogue.
- 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.

Fair Competition and Anti-Trust:

Suppliers shall conduct their business in full compliance with applicable competition and anti-trust laws and regulations. Suppliers must not engage in anti-competitive practices, including but not limited to price fixing, market or customer allocation, bid rigging, or any form of collusion with competitors. Suppliers are expected to implement appropriate internal controls to ensure compliance and to protect confidential business information.

Counterfeit Parts Prevention

Suppliers shall ensure that all materials, components, and products delivered are authentic, traceable, and conform to agreed specifications. The use or distribution of counterfeit or unauthorized parts is strictly prohibited. Suppliers are expected to implement processes to:

- Verify the authenticity of supplied materials and components
 - Maintain appropriate traceability within their supply chain
 - Detect, prevent, and mitigate risks related to counterfeit parts
- In the event of suspected counterfeit materials, suppliers shall immediately notify Henniges and implement appropriate corrective actions.

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.

Supplier Objectives and Commitment KPIs—January 1, 2028

By January 1, 2028, each supplier shall achieve and maintain the following commitments and provide supporting evidence upon request:

1. **Governance and Management Accountability:** Maintain a documented sustainability management program, approved by executive management, with assigned ownership, annual management review, and documented objectives addressing environmental, labor, human rights, health and safety, and business ethics. **KPI:** Current policy, named executive owner, and completed annual management review.
2. **Environmental Performance:** Establish a verified baseline for Scope 1 and Scope 2 greenhouse-gas emissions, energy consumption, water use, and waste generation, and implement documented reduction plans. **KPI:** 100% of applicable operating locations included in annual reporting, with year-over-year progress demonstrated against at least two environmental indicators.
3. **Labor, Human Rights, and Safety:** Implement an annual risk assessment, confidential grievance mechanism, and corrective-action process covering the supplier's workforce and critical operations. **KPI:** 100% of identified critical findings addressed within 30 days and all other findings within 90 days, unless otherwise approved by Henniges.
4. **Training and Ethical Conduct:** Provide recurring training to employees whose responsibilities affect purchasing, human resources, environmental compliance, health and safety, or business ethics. **KPI:** 100% annual training completion by applicable employees, supported by attendance records and knowledge confirmation.
5. **Responsible Supply-Chain Due Diligence:** Communicate equivalent sustainability requirements to critical sub-tier suppliers and implement risk-based traceability and compliance verification for critical materials and components. **KPI:** 100% of identified critical sub-tier suppliers acknowledge the requirements, with documented risk reviews and corrective actions for identified gaps.

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.

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Henniges Automotive

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