



# Supplier Code of Conduct

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Chassix, Inc. and all subsidiaries under its control (hereafter jointly “Chassix”) are committed to integrity and the principles of the Automotive Industry Action Group (hereafter “AIAG”) in all aspects of their business conduct with customers, suppliers, employees, competitors and other stakeholders. This Code contains mandatory requirements for all cooperative activities with Chassix. Chassix reserves the right to amend this Code of Conduct, at any time, and expects appropriate amendments to be implemented by its business partners.

## ADDRESSEES

“Suppliers” addressed by this Code include natural persons and legal entities – and their affiliated companies – which render supplies or services to Chassix, for example suppliers, consultants, brokers, commercial agents, distributors, contractors, and other suppliers and intermediaries for goods and services.

## COMPLIANCE WITH THE CODE

Every Supplier is obliged to comply with the standards of this Code. The Code forms a fundamental part of any business relationship between Chassix and the Supplier. The Supplier shall endeavor to ensure that its contractual partners also comply with the provisions of the Code.

## COMPLIANCE WITH LAWS, RULES AND REGULATIONS

Suppliers undertake to comply with all applicable laws, rules and regulations of the countries in which they conduct their business. Suppliers should maintain appropriate control systems within their business operations that prevent infringements of the law and enable their investigation.

## **Human Rights and Working Conditions**

Suppliers are obliged to protect human rights and to treat every employee with fairness, dignity and respect as recognized by the international community.

- a. Suppliers must ensure that child labor is not tolerated in any form. The age of employment for young workers must meet or exceed legal regulations and local labor laws.
- b. Suppliers should provide compensation and benefits that comply with applicable local laws, including those relating to minimum wages, overtime compensation, and legally mandated benefits.
- c. Suppliers should comply with local law regarding working hours, including overtime.
- d. Suppliers must prohibit any forms of forced or compulsory labor, including human trafficking.
- e. Suppliers must allow employees to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment. Suppliers must respect employee rights to

associate freely, to join or not to join labor unions, to bargain collectively, seek representation and join workers' councils in accordance with local law.

- f. Suppliers should provide workers a safe and healthy working environment that meets or exceeds applicable local laws and industry standards for safety and occupational health.
- g. Suppliers should provide a workplace free from harassment against workers in any form.
- h. Suppliers should not tolerate any form of discrimination in respect of employment and occupation and should provide equal opportunities regardless of worker or applicant characteristics such race, gender, age, ethnic origin, ethnicity or national origin, color, disability, sexual orientation, gender identity, pregnancy, religion political affiliation, union association, covered veteran status, genetic information or marital status.

## **Business Ethics**

Suppliers are expected to uphold the highest standards of integrity and to operate honestly and equitably throughout the supply chain in accordance with local laws.

- a. Suppliers are expected to responsibly source raw materials used in their products
- b. Suppliers are expected to work against corruption in all its forms, including extortion and bribery
- c. Suppliers are expected to put in place appropriate measures to respect privacy, to protect personal data against loss and unauthorized access or use, and to comply with relevant privacy and information security laws and regulations.
- d. All business dealings are expected to be transparently performed and accurately reflected on the Supplier's financial reports and filings.
- e. Suppliers are expected to uphold standards of fair business and conduct business in accordance with all applicable anti-trust competition laws and regulations.
- f. Suppliers are expected to conduct business in a manner that avoids any appearance of a conflict of interest or other improprieties.
- g. Suppliers are expected to minimize the risk of introducing counterfeit and/or diverted parts and materials into deliverable products.
- h. Suppliers are expected to respect valid intellectual property rights and use commercially reasonable practices to protect the transfer of confidential technology and know-how.
- i. Suppliers are expected to comply with applicable restrictions on the export or re-export of goods, software, services, and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.
- j. Suppliers are expected to establish processes that allow concerns to be raised anonymously and confidentially and without retaliation.

## Environment

Suppliers are expected to support a proactive approach to environmental responsibility by protecting the environment, conserving natural resources and reducing the environmental footprint of their production, products and services throughout their lifecycle.

- a. Suppliers are encouraged to implement a comprehensive energy reduction strategy and management program while increasing use of renewable energy.
- b. Suppliers are expected to effectively reduce, reuse, and recycle water with responsible treatment of wastewater discharges to protect the environment and improve overall water quality.
- c. Suppliers are expected to routinely monitor, appropriately control, minimize, and to the extent possible, eliminate emissions contributing to air pollution.
- d. Suppliers are expected to encourage and support the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling.
- e. Suppliers are expected to identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. Suppliers should also be aware of any use of reportable substances in processes and finished products, and actively investigate suitable substitutes.

For further details, please refer to the Global Automotive Sustainability Practical Guidance located at AIAG: <http://aiag.org/corporate-responsibility>