

Human Rights Policy

This document outlines the Human Rights policy of Clarios, its subsidiaries, and its consolidated joint ventures and applies to its employees, contractors, and visitors.

Clarios supports the Ten Principles of the United Nations Global Compact (UNGC) which are based on The Universal Declaration of Human Rights, The International Labor Organization's Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development and The United Nations Convention against Corruption. Clarios complies with all national and local laws and regulations of the countries in which it operates.

SCOPE: This policy applies to Clarios' global business operations. Employees whose responsibilities relate to the sourcing of parts, components, and materials are informed and are expected to assist our compliance with these requirements, associated legislation, and regulations. This policy is reviewed annually and changes are incorporated accordingly.

Principles

- We do not engage in child labor and only employ workers who are at least 16 years old.
- We prohibit the use of forced, bonded, indentured or involuntary prison labor.
- We prohibit the engagement in slavery or human trafficking or practices that support human trafficking, including transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.
- We comply with all applicable wage laws, regulations, and relevant collective bargaining agreements, including those relating to minimum wages, hours, overtime hours and legally mandated benefits.
- We prohibit the withholding of any part of any personnel's salary, benefits, property or documents in order to force such personnel to continue working for the organization.
- We respect our employees' voluntary freedom of association, including their right to organize and bargain collectively in a manner that is legally compliant; legally recognized workers' representatives will have access to facilities necessary to carry out their required functions; and we will not discriminate against such workers' representatives.
- We encourage open communication and direct contact between workers and management in situations where representation and collective bargaining are restricted by law.
- We maintain workplaces free of physical or mental harassment and abuse.
- We maintain workplaces free of unlawful discrimination and harassment in all of its forms, including related to race, gender, sexual orientation, age, pregnancy, caste, disability, union membership, ethnicity, religious beliefs or any other factors protected by law.
- We respect the special needs of individual employees, including those who are pregnant or are returning to work after childbirth.
- We respect our employees' rights to privacy of their personal information.

REPORTING CONCERNS: All employees are encouraged to report human rights concern to the company through our Integrity Helpline. The Helpline is available in 47 languages, is operated by an independent third-party vendor and allows callers to log concerns anonymously. Employees, suppliers, customers and third parties can raise concerns either by phone or using the web-based portal at ClariosIntegrityhelpline.com.