

Human Rights Policy

PURPOSE

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.

RESPONSIBILITY

All employees are encouraged to report human rights concern to the company through our Integrity Helpline. The Helpline is available in 16 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.

POLICY STATEMENT

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.

Powering today, into tomorrow.

- 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.

DEFINITIONS

- **Child Labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.
- **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.
- **Human trafficking:** The recruitment, transfer, harbouring or receipt of persons, by means of the use of threat, force, deception or other forms of coercion, for the purpose of exploitation.
- **Living Wage:** The remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events.
- **Freedom of association:** the right of a person to join with other people to defend their rights.
- **Collective bargaining agreement:** A contract specifying the terms and conditions for work, negotiated between an organization (e.g. employer) or group of employers and one or more worker organization(s).

- **Personnel:** All individuals employed or contracted by an organization, including but not limited to directors, executives, managers, supervisors, workers and contract workers such as security guards, canteen workers, dormitory workers and cleaning workers.
- **Worker:** All non-management personnel.
- **Discrimination:** treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of their skin colour, sex, sexuality, etc.:
- **Harassment:** Behavior that annoys or upset someone (mental or physical)
- **SA 8000** Social Accountability International is an auditable certification standard that encourages organizations to develop, maintain and apply socially acceptable practices in the workplace.