

## 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. Clarios has a multi-tiered, complex and geographically dispersed supply chain. 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.

### RESPONSIBILITY

- All employees are encouraged to report human rights concerns 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](https://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.
- 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

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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.

### **SUPPLIER EXPECTATIONS**

- We expect our suppliers not to be involved in forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons of any age at any tier of the supply chain. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.
- Suppliers, as employers or agents, may not hold or destroy employees' identification or immigration documents, such as government-issued identification, passports or work permits, unless the holding of work permits is required by law.
- Suppliers may not restrict workers' freedom of movement in the facility or entering or exiting company-provided facilities. All work must be voluntary, and workers shall be free to terminate their employment and leave work at any time. Suppliers and their agents may not use misleading or fraudulent practices during the recruitment of employees.
- Workers must not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees must be repaid to the worker.
- We expect our suppliers to have a compliance plan in place to ensure that human trafficking and forced labor are not used and that risks of worker exploitation are mitigated. We will continue to promote and encourage our suppliers to take steps to ensure that slavery and human trafficking is not taking place in any part of our supply chain or in any part of their businesses. We expect our suppliers to conduct due diligence on their respective supply chains and to assist us with our compliance with these rules.
- To the extent that a supplier refuses to cooperate with our compliance efforts, we may reconsider our supply arrangement and implement remedies available to us.