

Suppliers Environmental, Social and Governance Commitment

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1. Scope of application

The respect for human rights and the principles mentioned below are mandatory for both frequent suppliers, since they form part of the panel of suppliers of CIE Automotive, S.A., as well as for new suppliers assumed.

2. Basic principles

- ✓ **Child labour:** The employment of children in breach of the provisions of the conventions of the ILO (International Labour Organisation) is forbidden. (ILO Convention no. 138).
- ✓ **Forced and compulsory labour:** Workers will have the freedom to terminate the employment relationship in accordance with the established notice period. Under no circumstances may forced and compulsory labour be engaged. Force and compulsory labour is considered to be demanding an individual under threat in the absence of voluntary offer by said individual. (ILO Convention nos. 29 and 105).
- ✓ **Freedom of association:** Workers will have the right to freely associate, to form trade unions and to appoint representatives. The supplier shall ensure that trade union independence and pluralism are respected. (ILO Convention nos. 87 and 135).
The supplier undertakes to promote collective bargaining as a central element of social dialogue. (ILO Convention no. 68).
- ✓ **Remuneration and welfare benefits:** Remuneration and welfare benefits shall meet legal minimums and the guaranteed and/or agreed minimum wage.

The supplier recognises the principle of equal pay for workers of the same professional category and performance, in particular between men and women. (ILO Convention no. 100).

- ✓ **Working hours:** Working hours shall comply with applicable legislation in force, standards of the business sector or ILO conventions, according to which is the strictest regulation.
- ✓ **Fair treatment:** The practice or support of acts of physical, verbal, sexual or psychological harassment, abuse or threats in the workplace is prohibited. Disciplinary policies or procedures shall be defined and disseminated to all workers, and measures will be adopted to prevent and repair these acts.

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- ✓ **Discrimination:** Any discrimination in hiring and professional development based on culture, nationality, gender, religion, political convictions and trade union affiliation, differences of experiences, professional progress, physical characteristics, pregnancy, age, health and sexual orientation (ILO Convention no. 111).
- ✓ **Health and safety:** The supplier undertakes to put into practice effective workplace health and safety policies based on prevention, and in the form of action plans and commitment involving everyone according to their level of responsibility, including social agents. (ILO Convention no. 155).

Workers must enjoy a healthy and safe working environment that meets or exceeds applicable occupational health and safety standards.

- ✓ **Environment** The supplier must as according to the principle of precaution with respect for environmental issues, take initiatives to promote greater environmental responsibility, and foster the development and diffusion of environmentally respectful technologies. Accordingly, the possession of an ISO 14001 certificate or any equivalent regulation will be valued.

Chemical substances or other substances hazardous if released into the environment must be identified and controlled to guarantee their handling, transit, storage, recycling or reuse and safe removal.

The supplier undertakes to adopt a voluntary policy of research in order to make its products progressively respectful of the environment.

- ✓ **Commercial ethics**

- a) Integrity: A maximum level of integrity is expected in any commercial activity and relationship. Corruption, bribes (gifts and invitations, sponsorship, donations), extortion, influence peddling and fraud.
- b) Fair competition: Fair business, advertising and competition standards will be maintained and responsible taxation will be exercised, submitted and paying tax obligations in due time and avoiding double taxation.
- c) Privacy and information: Reasonable privacy expectations will be protected on personal information of all those engaged in business, including suppliers, clients, consumers and workers.
- d) Intellectual property: Intellectual property rights will be respected. The transfer of technology and knowledge will be carried out to ensure protection of intellectual property rights.
- e) Local communities and indigenous people: Local communities will be consulted on activities, projects, strategies and works affecting their territories and lives through a process of Free, Prior and Informed Consent and with adequate cultural procedures. This will ensure that there is no participation in or benefit from undue forced relocations.

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3. Undertaking

The supplier acknowledges to have been informed of this above and undertakes to apply it in its company or group of companies, regardless of the country in which it operates. In turn, upon acceptance of this document it undertakes to obtain a similar commitment with its own suppliers as that adopted with CIE Automotive, S.A.

Supplier name:

Full name of the supplier's legal representative:

Date of approval:

Signature and stamp

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