

The Business Partners Code of Conduct

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Valeo **SIEMENS**
eAutomotive

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1 INTRODUCTION TO THE CODE

The purpose of Valeo Siemens eAutomotive's Business Partner Code of Conduct (the code) is to describe Valeo Siemens eAutomotive's expectations in terms of business Ethics and Compliance vis a vis its third parties (hereafter "Business Partners") and to provide them with guidance for actions in many areas in which we operate.

Consistent with our **Code of Ethics**, the guidelines and standards contained in the code come as a complement to Valeo Siemens eAutomotive's requirements in terms of Sustainable Development vis-à-vis its suppliers i.e. Sustainable Development criteria contained in the supplier evaluation form.

This code is a practical guide to the ethical business practices that will ensure our mutual long-term success.

1.1 To whom the code applies

This code is a mandatory requirement for doing business with Valeo Siemens eAutomotive.

It applies to all of our Business Partners and their employees. Business Partners are defined as, but not limited to, the following entities:

- Vendors
- Suppliers
- Service providers
- Agents

- Distributors
- All other similar parties that provide goods or services to, for or on behalf of Valeo Siemens eAutomotive

1.2 Implementation and code enforcement

It is critical that this code be put to use on a daily basis and that our Business Partners uphold and convey its values within their organizations. Business Partners need to apply and communicate the code to their employees, as well as their sub-contractors and next-tier suppliers and to reinforce its key points on a regular basis.

While this code gives an overview of the topics that are most important to maintaining ethics in our business relationship, it is not meant to be comprehensive and all-inclusive. Please contact us if you ever need more information about how to act in accordance with this code.

You may also need to consult with your own advisors or counsels.

1.3 Consequences for code violations

There are serious consequences for violating the code and any applicable laws, including the loss of future business dealings with Valeo Siemens eAutomotive and possibly the termination of contracts. Consequences for legal violations can include heavy fines for companies and individuals, as well as jail time

2 INTEGRITY VIS A VIS ALL STAKEHOLDERS INVOLVED

By joining the Global Compact of the United Nations in 2004, Valeo Siemens eAutomotive has made a specific commitment to respect and promote wherever we work in the world, the fundamental rights established by the Universal Declaration of Human Rights, the dignity and intrinsic worth of individuals, minimum age-requirements, wages and benefits, equal rights for men and women and the private life of employees.

We expect our Business Partners to promote the same values, principles and all related laws and to combat inappropriate or illegal behaviors.

2.1 Health and safety

We are committed to maintaining safe workplaces and have developed multiple safety guidelines, procedures and policies to protect people working at Valeo Siemens eAutomotive. We also maintain drug and alcohol-free workplaces and forbid the distribution, sale, purchase, exchange, possession and use of illegal drugs in the workplace. Smoking is only permitted in designated areas at Valeo Siemens eAutomotive worksites.

We expect Business Partners' personnel working at Valeo Siemens eAutomotive premises to comply with Valeo Siemens eAutomotive's health and safety instructions.

2.2 Respecting people's and children's rights

We combat forced labor and child labor: we do not employ children under the age of 16. More generally, we comply with ILO Convention especially as it relates to the employment of children between 15 and 18 years of age and we expect our suppliers and partners to subscribe to the same obligation and strictly comply with the related legislations.

Similarly, we expect their employment practices to be free from forced labor and workers to be paid according to applicable wage laws, including minimum wage, overtime and mandated benefits and to be treated equally and fairly.

Specifically, no Valeo Siemens eAutomotive Business Partner may employ children under the age of 16 years, nor used forced or compulsory labor. Working hours, rest time and periodic leaves must also be respected, in line with local legislations or collective bargaining agreements, where applicable.

2.3 Fighting discrimination, encouraging diversity

Also as a global company, we value and encourage diversity. We also combat discrimination and harassment: Any sexual or psychological harassment, bullying or other such conduct that interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment, is totally forbidden at Valeo Siemens eAutomotive, even if there is no relation of job subordination between the parties.

In that respect, Valeo Siemens eAutomotive Business Partners need to ensure that their employment practices are free from any kind of discrimination, in particular vis-à-vis unionists, employees

representatives, women or minorities. They also need to recognize the principle of equal remuneration for men and women, as per ILO Convention n°100.

2.4 Freedom of association, union rights and rights to collective bargaining agreements

We believe in freedom of association and support the effective recognition of the right to collective bargaining, in the countries where it is applicable. We expect our Business Partners to comply with all applicable legislations in that respect, to encourage dialog between employees and management and to respect collective bargaining agreements, if any.

They need to combat any kind of discrimination; harassment or retaliation vis-à-vis employee representatives or unionists.

2.5 Environmental stewardship

We work in compliance with all local environmental laws and forbid the manufacturing or selling of products that present an unacceptable risk for individuals' health and the environment.

We expect our Business Partners to abide by the same principles and to contribute to the protection of environment by helping us reduce our consumption of raw materials and energy, optimize natural resources and reduce waste discharges during the design, manufacture, distribution, use and recycling of all of our products. For more information, please refer to Valeo Siemens eAutomotive Sustainable Development Internet portal.

2.6 Continuous improvement

More generally, we encourage our suppliers to be transparent, accountable and engaged in the continuous improvement of their sustainable development commitment.

In that respect, the promotion of the principles and values contained in this code with their own suppliers and partners is strongly recommended. As a reminder, no agent can be hired by a Business partner to indirectly represent Valeo Siemens eAutomotive without Valeo Siemens eAutomotive's formal written pre-approval.

3 DOING BUSINESS FAIRLY

At Valeo Siemens eAutomotive, we know that ethical business dealings ensure our success now and our sustainability long into the future. We believe that integrity and success are interlinked.

This is why we strictly adhere to the policies and laws that promote fair competition in the marketplace and safeguard against anti-competitive practices and bribery and corruption: we have zero tolerance for non-compliance.

3.1 Combating antitrust practices

We expect all of our Business Partners to abide by the same rules and to neither collude with competitors in cartels, engage in price-fixing, market-sharing and bid-rigging or exchange sensitive business data with competitors in an attempt to restrict competition.

interns must behave properly and comply with our standards of integrity.

3.2 Prohibiting any form of bribe

Similarly, bribery and corruption are totally prohibited at Valeo Siemens eAutomotive: We adhere to all applicable country laws (including Foreign Corrupt Practices Act, UK Bribery Act, etc.).

Our employees are not permitted to accept any gift or gratuity/invitation from customers or suppliers in any form whatsoever (in particular, amounts of money, merchandise, services, entertainment, or travel) except where the gift or gratuity/invitation is of minimal value.

We don't take actions that may be construed as attempts to unduly influence customers, government or administrative decisions in matters affecting Valeo Siemens eAutomotive. We avoid mere situations where Valeo Siemens eAutomotive might be perceived as opened to active or passive bribery for which we have zero tolerance.

As a consequence, Valeo Siemens eAutomotive employees, directors, Business Partners, consultants, agents, intermediaries or representatives are forbidden from giving or promising to give, in exchange for or in order to obtain a contract or any other improper commercial or financial benefit or any undue advantage, directly or indirectly, any gift or gratuity in cash or any other form, any invitation and entertainment, to any representative of a customer or a supplier or any third party, including journalists.

Valeo Siemens eAutomotive's rigorous anti-bribery and anti-corruption policies also apply to our direct and indirect dealings with Government or Public Officials, administrative agencies, authorities.

Valeo Siemens eAutomotive Business Partners and third parties who interact with public officials, in our name, on our behalf or in our interest are strictly forbidden from giving or promising to give, offering, paying or promising to

give or pay in any way, directly nor indirectly to any Government or Public Official in exchange for favorable action from a government, administrative agency or other intermediary.

No service can be provided, no payment can be made and no contract can be signed, nor extended or renewed with a third party intermediary, unless he/she or his/her company has been approved. Agreeing to Valeo Siemens eAutomotive Terms and Conditions among which the prohibition of offering anything to any public official and to Valeo Siemens eAutomotive Code of Ethics, the need to list the actual services to be performed, the basis for fees or the price, and all other terms and conditions is also a prerequisite.

Non-compliance with these policies is taken very seriously. They may lead to the termination of Business Partners' contracts.

3.3 Conflict of interest

A "conflict of interest" exists when an employee's private interests supersede or interfere with Valeo Siemens eAutomotive's interests or when an employee or a close relative might benefit personally from a transaction involving a company in the Valeo Siemens eAutomotive Group.

Employees are expected to make business decisions that are based solely on Valeo Siemens eAutomotive's best interest and prohibited from entering into any conflict of interest.

Therefore, investing, directly or indirectly, in a Business Partner working with Valeo Siemens eAutomotive, a supplier's parent company or its subsidiaries is not permitted. Business Partners cannot either lend money to Valeo Siemens eAutomotive employees, nor directly or indirectly propose or give any kickbacks or bribes.

3.4 Committing to professionalism and quality

Year after year, we work very hard to get the innovation and quality of our products and services valued by our customers and partners and recognized with awards of excellence by others in our industry.

We believe that the high quality of the products and services that we provide to our customers depends on the integrity and reliability of our production systems.

Valeo Siemens eAutomotive sets rigorous production and quality-control standards to ensure that our products meet all applicable legal, regulatory and customer requirements. The goal of improving quality motivates and empowers all of our work at Valeo Siemens eAutomotive and is guided by our values and all Valeo Siemens eAutomotive employees are responsible for implementing these quality-control procedures.

However, pro-activity is also key: vigilance and early reports to the management of any perceived issue, such as defective parts, actual or potential production difficulties and transparency are core foundations of our production and delivery business ethics.

Professionalism ensures the ability of our businesses and relationships to grow and thrive.

3.5 Confidentiality

At Valeo Siemens eAutomotive, we protect our information, know how, IP rights and more generally our confidential and strategic information.

We are extremely cautious as to the integrity and safety of our Information technology network and devices as well as the exchange of information, be it directly, via It systems or on the social media.

We also respect the intellectual property and confidential information of others as well as the confidentiality of their data, projects, trade secrets, copyrights and other intellectual property, including software, images and publications.

Ensuring confidentiality and IT security takes discipline and attention. We expect our Business Partners to strictly comply with our IT Charter when using devices provided by Valeo Siemens eAutomotive. We also expect them to respect confidentiality or rights and to use information disclosed or rights provided for the sole purpose of fulfilling their obligations vis-à-vis Valeo Siemens eAutomotive.

Valeo Siemens eAutomotive Business Partners are not permitted to talk on behalf of Valeo Siemens eAutomotive or talk or write about Valeo Siemens eAutomotive, a Valeo Siemens eAutomotive project, a Valeo Siemens eAutomotive customer. As a consequence, any request or invitation to an interview needs to be directed to Valeo Siemens eAutomotive Communication and no communication can be made on the social media or in any way, such as a Curriculum Vitae, that would lead to the disclosure of Valeo Siemens eAutomotive's or Valeo Siemens eAutomotive customers' or other stakeholders' confidential information.

3.6 Complying with Export/Import restrictions and regulations

We must act in compliance with the laws and regulations that govern the importing and exporting of goods, services, technologies and information, including re-exports and parallel trade. Possible restrictions can include, but are not limited to, bans on imports from or exports to a sanctioned country, shipments to a sanctioned country via a non-sanctioned country and investments involving sanctioned countries.

It's important to be mindful of all the potential risks when working across national borders. For instance, exports are not limited to physical goods; they can also be services or technologies shared by email or other forms of communication.

Many of the concepts associated with international trading, importing/exporting and sanctions can be very complex. Therefore, any time you engage in international business dealings, you should contact the Legal Department to confirm all relevant trade restrictions.

3.7 Conflict minerals

Conflict minerals are certain types of raw materials that come from specific regions where human rights violations and violent conflicts are occurring. Typically these conflict minerals are tin, tungsten, tantalite and gold from the Democratic Republic of the Congo and surrounding areas. Valeo Siemens eAutomotive and all of our Business Partners must actively avoid acquiring, trading, possessing or otherwise furthering the use of these conflict minerals.

Valeo Siemens eAutomotive also helps customers meet their obligations pertaining to Conflict mineral legislations and expect its Business Partners to cooperate and provide required information. For more information, please refer to [Valeo Siemens eAutomotive.com](http://ValeoSiemens.com) - Purchasing strategy.

3.8 Detecting and preventing issues

The most important thing is to detect issues early on, to prevent breaches and violations of laws and policies from happening and in case they happened, to prevent reoccurrence. Risks awareness and understanding is therefore essential to the detection and prevention of risks.

While it is of course, your responsibility to duly train your personnel we have developed awareness development material aimed at helping your teams assigned to Valeo Siemens eAutomotive missions or projects, understand the risks that Valeo Siemens eAutomotive is specifically determined to combat and our expectations in terms of attitude and behavior.

We ask you to take training when required to and to make sure at all time that your teams behave properly.

We also ask you to speak up and ask for help in case of any doubt about compliance on a Valeo Siemens eAutomotive mission or project especially if you witness or suspect any activity that may be in violation of Valeo Siemens eAutomotive's policies or other applicable regulations.

If you wish to share a concern confidentially, please talk as soon as possible to your key contact at Valeo Siemens eAutomotive or if you wish this alert to remain confidential, contact Valeo Siemens eAutomotive's Chief Ethics and Compliance Officer.

Valeo Siemens eAutomotive does not tolerate retaliation against any internal or external parties for reporting in good faith a possible violation of any laws or Valeo Siemens eAutomotive's codes and policies, or for your participation in any aspect of an investigation, proceeding or hearing.

Reports made in good faith are honest and accurate, you should always feel safe to file good-faith reports without concealing your identity.

4 COMMITMENT TO INTEGRITY

It is strongly recommended that all Business Partners conduct code training sessions for their employees. Training of key personnel is mandatory for any Business Partners that are involved in government dealings or have direct contact with government officials or authorities. Likewise, any Business Partners that are working on dedicated Valeo Siemens eAutomotive projects must be educated on the code. Valeo Siemens eAutomotive may find it necessary to make code training mandatory for some Business Partners.

Valeo Siemens eAutomotive has a right to monitor and periodically review its Business Partners' compliance with the code, including unannounced visits and inspections. Business Partners must maintain proof of code availability and records of any training, certification and communications about the code when possible. It is expected that Business Partners take appropriate and effective means to self-monitor code compliance.

We hope you use this document as a platform to develop, implement, communicate and live out the values that Valeo Siemens eAutomotive views as universal and necessary to create an ethical and fair business environment for all.