



Global Supplier Packaging Standards & Requirements

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AE-PSOS-ST-19

Rev 1.0

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Revision	Release Date	Description of Changes
1.0	01-April 2019	<ul style="list-style-type: none"> • Added awareness statement of formaldehyde use and EPA's TSCA Title VI Formaldehyde Emission Limits chart • Added Corrosion Prevention guidance • Added Checklist and Flowchart • Added Mexican regulation for hand-held package weight restrictions • Added test shipment guidance • Added environmental condition statement • Added Standard Levels for returnable asset fleet size • Removed requirement for rack supplier to have IATF certifications • Added guidance for RCS vs HSC carton use • Added COS System details for asset management • Removed Container Marking: Permanent Ownership Markings section • Added load securement guidance around stretch wrapping and banding • Added Adient Packaging Best Practices images • Added Adient Packaging Solid Wood Restrictions Memo • Added Returnable Container Asset Counts to Europe Specific Guidelines • Supplier Memo compliance to Packaging/Barcode Compliance

Prepared		Approved	Released
Process Leader	Subject Matter Expert	Process Champion	BOS Team
Carole Muraske	Mark Klenczar	Kelli Carney	Kurt Westphal

Approval records maintained by BOS Team

1.0 Purpose

The purpose of the Global Supplier Standards Manual is to communicate Adient packaging requirements to the suppliers. It is the expectation of Adient that all suppliers of Direct Materials and quality relevant indirect suppliers comply with all of the requirements and expectations documented in this manual.

2.0 Scope

This standard applied to the following Adient locations:

	Plant	Tech Center
Adient owned operations	Yes	Yes
Adient majority-owned subsidiaries	Yes	Yes
Consolidated joint ventures and affiliates	Yes*	Yes*
Unconsolidated joint ventures and affiliates	*	*

* Required in accordance with JV business agreement

3.0 Responsibility

The Part Supplier is responsible for:

- Adhering to the process for packaging selection outline in this document
- Submission for Packaging Plan through Adient Packaging Data Form System

4.0 Adient Global Supplier Packaging Standards & Requirements

Master files are stored electronically and are available to all team members.
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4.1 General Adient Global Packaging Guidelines

4.1.1 Introduction

Packaging is required to:

- Protect items from dust, dirt, abrasion
- Protect items from all reasonable hazards during shipping (handling and storage, shock, vibration, compression, moisture)
- Permit safe and efficient handling, shipping, and storage

Adient's packaging engineers, plant personnel, and suppliers have collectively established multiple best practice standards for packaging. In doing so, great care was given in conducting trials, evaluating costs, quality, maximizing freight, and tracking sustainability, etc. When considering the type of packaging to utilize for a part, suppliers should first attempt to utilize one of Adient's best practice standards for packaging for each region.

When best practice packaging is not feasible, consider the following options for new package development, in the sequence shown below:

(Sequence does NOT apply to trim covers & large foam)

Option 1: Utilize the smallest standard tote/carton without dunnage

Option 2: Utilize the smallest standard tote/carton with dunnage

Option 3: Utilize a standard bulk bin without dunnage

Option 4: Utilize a standard bulk bin with dunnage

Option 5: Utilize a pallet to secure parts

Option 6: Utilize a custom tote/carton without dunnage

Option 7: Utilize a custom tote/carton with dunnage

Option 8: Utilize a custom rack or bin

Line-side space for material presentation at Adient facilities is minimal.

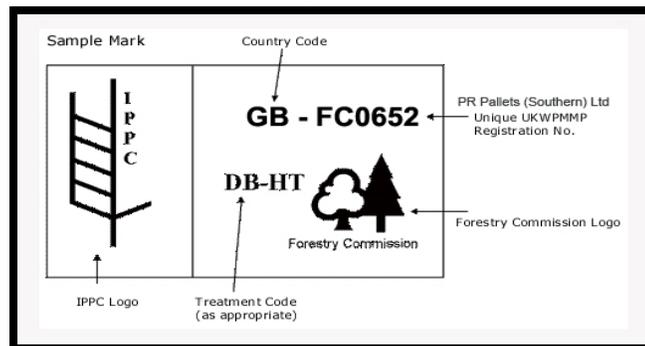
If parts fit in totes/cartons, parts must ship in small totes/cartons.

Packaging Labeling Requirements

- Refer to SCM Global Supplier Standards Manual Section 4.5 Labeling Requirements for component label detail and locations

Solid Wood Packaging Materials Compliant to ISPM15

- All wooden pallets and wood packaging must conform to International Shipping Standards, government and local transportation rules and regulations.
- Adient's standard is non-solid wood material to be used for international shipments.
- Preference Materials: Plywood, fiber board, or plastic instead of solid wood
- Solid wood must be treated and marked using the International Plant Protection Convention's (IPPC).





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“Guidelines for Regulating Wood Packaging Material in International Trade” (International Standards for Phytosanitary Measures ISPM 15).

- Formaldehyde use is common in the adhesives for engineered wood products and is known to be a human carcinogen. It is the responsibility of the supplier to ensure all engineered wood used in shipping and packaging materials (pallets, crates, etc.) meet the emission regulations for the receiving Adient facility. See Emission Limits chart in Appendix 4.1.2 from TSCA Title VI from the EPA.
- Failure to comply with Government Regulations may have adverse liabilities. Any associated costs and/or fines incurred as a result will be the supplier’s responsibility.

Export Expendable Packaging standards for Overseas Shipments

- International transportation modes utilize sea-container methods of transport.
- Adient’s most commonly used mode of export shipping utilizes a 40’ standard ocean container.
- Packaging design specifications have been developed to standardize container dimensions and optimize cube efficiency in transportation.

Standard Export Cartons

- Design and usage type of corrugated packaging material needs to be evaluated based on the method of transportation and handling through to the point of use.
- All expendable containers must be filled to maximize container density of 95% to maintain cubic fill and packaging integrity during handling, as well as optimized cubic freight.
- Approved Export Carton/bulk containers sizes (see 4.1.2 appendix)

Export Pallets

- Footprint sizes are developed to maximum sea-container cubic utilization.
 - **36 x 30** (in) = 915 x 762 (mm) 2-way
 - **47 x 45** (in) = 1193 x 1143 (mm) 4-way
 - **44.5 x 29.0** (in)= 1130 x 738(mm) 4-way (Adient A-Module)
 - **44.5 x 46.5** (in) = 1130 x 1181 (mm) 4-way (Adient Z-module)
- All wooden pallets shipped must have flush stringer design and be assembled using cross ties. Full perimeter pallets are acceptable. Single and double wing pallets, are not allowed.
- All wooden pallets must be able to support a minimum of 2000 lb; (907 kg) internal load capacity.
- All wooden pallets and wood packaging must conform to International Shipping Standards, government and local transportation rules and regulations.

Corrosion Prevention

- It is the responsibility of the supplier to properly protect parts susceptible to corrosion.

4.1.2 Appendix

EPA's TSCA Title VI Formaldehyde Emission Limits:

Product	Emission Standard
Hardwood Plywood – Veneer Core	0.05 ppm of formaldehyde
Hardwood Plywood – Composite Core	0.05 ppm of formaldehyde
Medium-Density Fiberboard	0.11 ppm of formaldehyde
Thin Medium-Density Fiberboard	0.13 ppm of formaldehyde
Particleboard	0.09 ppm of formaldehyde

Expendable Packaging International/export: 40ft sea container		Style	Notes/Container ID
0909-5	Export Box, 9"x9"x5"	RSC	Perforated tear off lid
1115-7	Export Box, 11.75"x15"x7"	RSC	Perforated tear off lid
2315-7	Export Box, 23.5"x15"x7"	RSC	1 lid per layer
2315-10	Export Box, 23.5"x15"x9.8"	RSC	1 lid per layer
2315-13	Export Box, 23.5"x15"x13"	RSC	1 lid per layer
2322-7	Export Box, 23.5"x22"x7.0"	RSC	1 lid per layer
2322-10	Export Box, 23.5"x22"x9.8"	RSC	1 lid per layer
2322-13	Export Box, 23.5"x22"x13"	RSC	1 lid per layer
3630-22	Export Gaylord, 36"x30"x22" Triple Wall, wood reinf	HSC	-
4745-22	Export Gaylord, 47"x45"x22", Triple Wall, wood reinf	HSC	-
4745-29	Export Gaylord, 47"x45"x29", Triple Wall, wood Reinf	HSC	-
4745-44	Export Gaylord, 47"x45"x44", Triple wall, wood, Reinf	HSC	-
4429-29: A Module	A Module Gaylord, 44.5"x29"x29" Triple wall/plywood: Adient STD	HSC	3790079
4644-33: Z Module	Z module Gaylord, 46.5"x4.5"x33", Triple wall/plywood: Adient STD	HSC	3790084
3630 HT Pallet	Expendable EXPORT Pallet, 36"x30" (plywood)	STD	-
4745 HT Pallet	Expendable EXPORT Pallet, 47"x45" (plywood)	STD	-

4.2 North American Specific Packaging Guidelines

4.2.1 Introduction

This section covers guidance for all shipments to Adient and Adient Joint Venture North America Sites.

All guidelines covered in section 4.1 General Adient Global Packaging Guidelines apply to North America.

Questions related to the below section Packaging Standards can be emailed to the below address:

AE-NA-SCM-Packaging@adient.com



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After the full Global Supplier Packaging Standards & Requirements has been reviewed, please use the following checklist and flowchart as a guide during packaging development and implementation for Adient North America. **If packaging is found to be out of compliance without written acceptance from Adient Packaging, a DMR may be issued.**

- _____ 1. The latest version of the Adient Global Supplier Standards Manual Supply Chain Management and Adient Global Supplier Packaging Standards and Requirements has been read and understood
- _____ 2. Packaging was selected based on Adient Best Practices and Adient Standard container sizes, selecting the smallest container that fits the part
- _____ 3. For all international shipments, wood materials used in packaging (pallets, crates, etc.) shall be non-solid, manufactured wood or plastic
- _____ 4. Containers that are intended to be hand-held are a maximum of 22 pounds for Mexico and 30 pounds for US and Canada
- _____ 5. Returnable containers were selected for use or shipment meets the acceptable circumstances for expendable containers
- _____ 6. Containers and container materials were selected with sufficient strength and properties to contain the product through the entire supply chain for each part
- _____ 7. Internal dunnage is identified if required for additional part protection
- _____ 8. Pallet footprint meets Adient Standards, has 4-way entry, and has even layers with no container overhang
- _____ 9. Load is properly secured with stretch wrap and/or plastic banding and stacks up to 106"
- _____ 10. Packaging Proposal was submitted through Adient Packaging Data Form System (USPEC) and any concerns raised during the Adient review have been addressed for each part number supplied to Adient



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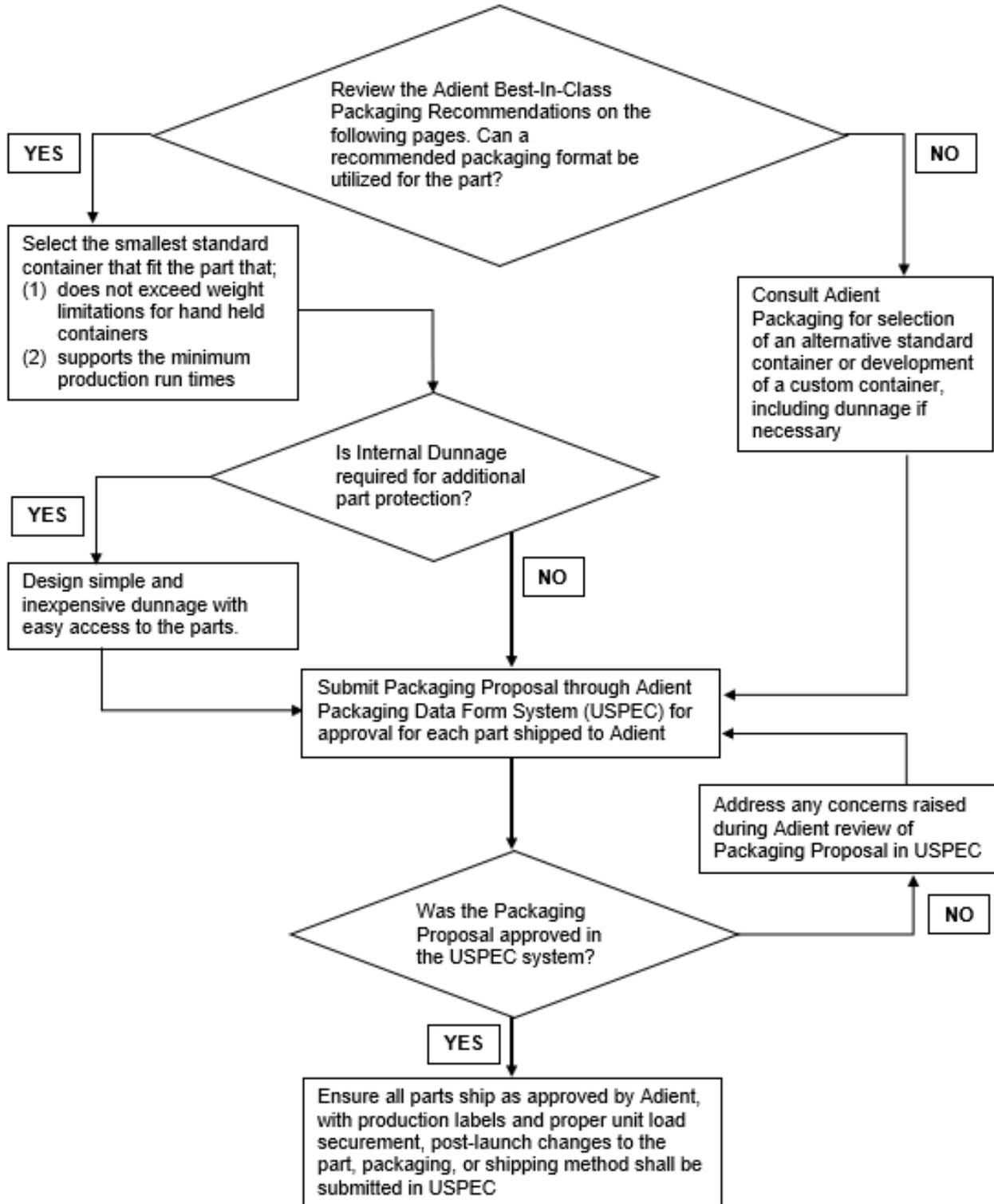
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Supplier Packaging Selection Flowchart





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When considering the type of packaging to utilize for a part, suppliers should first attempt to utilize one of Adient's best practice standards for packaging, found on the following pages.

Adient N.A Standard commodity with best-in-class packaging recommendations:

Standard Components with MBBP Packaging Recommendations																				
Cont Name/Size	Fasteners	Wire Harness	Small Metal stampings	Medium Metal Stampings	Large Metal Stampings	Metal Frame Assemblies	Seat Tracks	Small Injection Parts	Medium Injection Parts	Large Injection Parts	Large Side Shields	Pull Straps	Side Airbags	Seatbelt Assemblies	Backpanels	Heater Mats	Lumbar/Flexmats	Cables	Shipping Bags	Wrapped Components (Armrest/Bolsters)
Returnable Totes: Straight wall reinforced bottoms																				
1215-5																				
1215-7			x	x				x												
1215-9								x												
2415-5			x	x																
2415-7			x	x				x					x	x						
2415-9								x	x				x	x						
2415-11									x											
2415-14										x										
2422-7									x											
2422-9									x	x										
2422-11										x										
2422-14										x										
3215-7																				
4845R SFoam			x	x				x	x	x			x	x						
Returnable Bulk Bins: Heavy Capacity-2 drop doors																				
3230-25					x															
3230-34					x												x			
4845-21																				
4845-25					x						x				x		x			x
4845-34					x	x	x				x				x		x			x
4845-42																				x
4845-50																				
6448-34					x	x														
6448-50																				
Adient Unique N.A. Standard Returnable Containers																				
Adient Coffin																				
Trim Flexbag																				
Foam-n-bag																				
Collapsible Foam rack: 62"x48"x50"																				
Collapsible Foam Rack: 96"x62"x35"																				
Collapsible Foam Rack: 96"x62"x50"																				
Metal Sleeve Pack, 48"x45"x34"					x	x	x													

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Adient N.A Standard commodity with best-in-class packaging recommendations:

Standard Components with MBBP Packaging Recommendations																				
Cont Name/Size	Fasteners	Wire Harness	Small Metal stampings	Medium Metal Stampings	Large Metal Stampings	Metal Frame Assemblies	Seat Tracks	Small Injection Parts	Medium Injection Parts	Large Injection Parts	Large Side Shields	Pull Straps	Side Airbags	Seatbelt Assemblies	Backpanels	Heater Mats	Lumbar/Flexmats	Cables	Shipping Bags	Wrapped Components (Armrest/Bolsters)
Expendable Packaging Domestic-Hand Held Cartons																				
0907-5																				
0909-6	x																			
0909-9	x											x								
1010-10	x											x								
1215-7 SW								x												
1215-7 DW			x																	
1215-9 SW								x				x								
2415-5 SW																				
2415-5 DW			x	x																
2415-7 SW								x												
2415-7 DW		x	x	x										x	x					
2415-9 SW								x	x					x	x					
2415-11.5 SW									x											
2415-14 SW		x								x										
2422-7 SW									x											
2422-9 SW									x											
2422-11 SW										x										
2422-14 SW										x						x	x			
3215-7 SW																			x	
3230 HT Pallet	x												x							
4845 HT Pallet		x	x	x				x	x	x		x	x	x		x	x	x	x	
Expendable Packaging Domestic-Pallet Boxes																				
3230-25 TW-W					x															
3230-34 TW-W					x												x			
4845-25 TW-W					x						x				x	x	x			x
4845-34 TW-W					x	x					x				x					x
4845-50 TW-W																				
6448-34 TW-W						x														
Expendable Packaging International/export: 40ft sea container																				
0909-5	x																			
1115-7	x		x									x								
2315-7			x	x				x				x	x	x						
2315-10		x						x						x	x					
2315-13		x							x											
2322-7									x											
2322-10										x										
2322-13										x						x	x			
3630-22					x												x	x		
4745-22					x											x	x			x
4745-29					x															x
4745-44																				
4429-29: A Module				x	x	x	x				x				x					
4644-33: Z Module				x	x	x	x				x				x					
3630 HT Pallet	x		x					x				x								
4745 HT Pallet		x	x					x	x	x		x	x	x		x	x	x	x	

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Adient N.A Standard commodity with best-in-class packaging recommendations:

Standard Components with MBBP Packaging Recommendations																
Cont Name/Size	Springs	Motors	Recliners	Metal Tubes	Formed Metal Tubes	Trim-Leather	Trim-Cloth	Small Foam-Armrest	Small Foam-Headrest	Seat Foam (Cushion,backs,rear row)	Seat Foam (100% Wire Encapsulated cushion/back)	Headrest Tubes	Foam Formed Wires	Foam Wires Assemblies	Trim Retainers	
Returnable Totes: Straight wall reinforced bottoms																
1215-5																
1215-7			x										x	x		
1215-9																
2415-5		x		x	x								x	x		
2415-7		x	x	x	x									x		
2415-9																
2415-11																
2415-14																
2422-7																
2422-9																
2422-11																
2422-14																
3215-7																x
4845R SFoam		x	x	x	x								x	x		
Returnable Bulk Bins: Heavy Capacity-2 drop doors																
3230-25			x													
3230-34			x													
4845-21																
4845-25									x							
4845-34									x							x
4845-42																
4845-50																
6448-34																x
Adient Unique N.A. Standard Returnable Containers																
Adient Coffin						x				x						
Trim Flexbag							x									
Foam-n-bag											x					
Collapsible Foam rack:62"x48"x50"											x					
Collapsible Foam Rack:96"x62"x35"												x				
Collapsible Foam Rack: 96"x62"x50"												x				
Metal Sleeve Pack, 48"x45"x34"																

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Adient N.A Standard commodity with best-in-class packaging recommendations:

Standard Components with MBBP Packaging Recommendations															
Cont Name/Size	Springs	Motors	Recliners	Metal Tubes	Formed Metal Tubes	Trim-Leather	Trim-Cloth	Small Foam-Armrest	Small Foam-Headrest	Seat Foam (Cushion,backs,rear row)	Seat Foam (100% Wire Encapsulated cushion/back)	Headrest Tubes	Foam Formed Wires	Foam Wires Assemblies	Trim Retainers
Expendable Packaging Domestic-Hand Held Cartons															
0907-5															
0909-6															
0909-9	x														
1010-10	x														
1215-7 SW															x
1215-7 DW															
1215-9 SW	x														
2415-5 SW		x													x
2415-5 DW				x	x							x	x		
2415-7 SW		x													
2415-7 DW			x	x	x							x	x		
2415-9 SW			x												x
2415-11.5 SW															
2415-14 SW															
2422-7 SW															
2422-9 SW															
2422-11 SW															
2422-14 SW													x		
3215-7 SW															
3230 HT Pallet	x	x													
4845 HT Pallet	x	x	x	x	x							x	x		x
Expendable Packaging Domestic-Pallet Boxes															
3230-25 TW-W			x												
3230-34 TW-W			x												
4845-25 TW-W															
4845-34 TW-W															x
4845-50 TW-W															
6448-34 TW-W															x
Expendable Packaging International/export: 40ft sea container															
0909-5	x														
1115-7	x		x												
2315-7		x	x	x	x							x	x		x
2315-10				x	x							x	x		x
2315-13															
2322-7															
2322-10															
2322-13															
3630-22															
4745-22															
4745-29															
4745-44															
4429-29: A Module						x	x	x	x						x
4644-33: Z Module						x	x	x	x						x
3630 HT Pallet	x	x	x	x									x		
4745 HT Pallet	x	x	x	x								x	x		

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Adient directed suppliers should quote expendable and returnable packaging options per the SSOW (Adient Launch PLUS: Design and Development Phase).

- Provide a detailed breakdown of packaging cost
- Provide packaging engineering assumptions on a Packaging Data Form during quote (excel version) and submit with the Adient quote package.
- Review examples of the R.A.S.I.C. for packaging engineering responsibility before final SSOW is approved with Purchasing Representative

Returnable containers are preferred at ALL N.A. Adient Facilities. Expendable containers will be accepted ONLY under the following circumstances or directed in the SSOW.

- Fastener Shipments
- Overseas Shipments (See Section 14.0 Export Packaging Section)
- Low volume component scenarios
- Total landed cost business evaluations
- Supply Chain Disruptions (**must have written approval from receiving plant and mirror returnable packaging: size/density**)

Packaging must be consistent with A.I.A.G specifications.

Suppliers have the responsibility of ensuring part-quality and maintain packaging for life of contract.

All efforts to meet packaging deadlines, including those for proposal submission, trial packs, packaging procurement, etc., must be made. If a deadline cannot be met, it is the supplier's responsibility to notify the appropriate Adient packaging engineer **at least one week** prior to the deadline date.

Post Launch requests for packaging piece price increases should be submitted to both the Adient Purchasing representative and Packaging Engineer. Include original submitted Packaging Data Form detail with proposed packaging changes on an updated Packaging Data Form with reason/information/data for the packaging change.

When new program launches or (program refreshes), all efforts to re-use existing returnable containers should be made before any new containers are procured.

Containers should be filled to capacity without exceeding maximum weight limits or compromising part quality. **The number of parts per container should support a minimum of 1 hour of production at Adient's receiving facility based on jph, part usage, and part's container standard pack.**

The gross weight limit for any expendable or returnable hand-held package (ex: tote, carton, trim bundle, foam bag, etc.):

- U.S and Canada: 30 lbs max.
- Mexico: 22 lbs max – **reference Appendix 4.2.12 for regulation**
- If an Adient Health and Safety/Ergonomics representative deems hand-held packages unsafe based on factors such as height and reach, suppliers may be asked to reduce the gross weight to less than the above standards

A test shipment may be requested for new parts, changes to existing part, packaging, or shipping method, or for ongoing quality maintenance following testing parameters of ASTM D4169 Standard Practice for Performance Testing of Shipping Containers and Systems.

All packaging must be designed to withstand all environmental conditions that shipments in the known supply chain are reasonably expected to experience.



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4.2.2 Packaging Approval Process

Prior to the launch of any new program or program refresh (Adient PLUS Launch Phase: Design Verification stage typical 10-12 months prior to SOP):

- Notification will be sent to the suppliers from the Adient Packaging Data Form System
- Suppliers will be required to request access to the Adient Packaging Data Form System
- Suppliers will submit packaging proposal through the Adient Packaging Data Form System
- Rejected or Approved Packaging proposals will be available in Adient Packaging Data Form System

If changes to the part, packaging, or shipping method are completed post-launch, the supplier is required to submit the changes in USPEC through the "Request Revision" feature.

Any pre-production build events should be shipped in production intent packaging representing the packaging proposal during the packaging approval process.

The Adient representative will review the packaging proposal to ensure that its contents are within Adient's best practice standards for packaging.

An Adient representative or Adient Packaging Data Form System will notify the supplier whether the proposal is accepted, rejected, or if a packaging trial is being requested. If a trial is requested, the Adient representative will further notify the supplier of the requirements, including quantity, dates, labeling info, etc.

The approved packaging proposal will be located in the Adient Packaging Data Form when final approval is granted. (Normally 3-4 months prior to launch).

See Appendix 4.2.12 for examples for Approval Process documents **and system specifics**.

4.2.3 Returnable Containers

- All container must be used in compliance to the container manufactures published container weight capacity and dynamic stacking limits.
- Returnable packaging should be designed to withstand normal handling throughout the life of the program.
- Adient will provide the returnable container fleet or funds to purchase the approved container fleet unless otherwise specified by Adient Purchasing Representative.
- **Adient will provide a reasonable number of inventory days for suppliers to manage supplier operations.**
 - **Standard Levels:**
 - Injection molded/Stamping components: 7 days
 - Assembled (Plastic/Metals) components: 3 to 5 days
 - Trim/Foam components: 5 days
 - Any additional requirements are the responsibility of the supplier or written approval from Adient Purchasing and Packaging Engineering is required.
- Suppliers must always know the location of returnable assets
 - Adient utilizes the web-based COS System for asset tracking. COS allows suppliers to access information on what assets are assigned to them.
 - Email ae-na-scm-packaging@adient.com to be set up with an account
 - See Container Management Memos and COS System details in Appendix 4.2.12.
- It is expected that Adient owned container assets and dunnage will be maintained and cleaned by the supplier to ensure part quality expectations.
- It is the supplier's responsibility to account for cleaning/maintenance costs in the packaging piece price.
 - Exceptions should be noted in the Supplier Statement of Work (SSOW).
- Adient owned container assets that require repair or replacement, supplier will contact Adient Plant Representative for disposition/direction.



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- Suppliers must ensure that packaging materials in need of repair are set aside in a clearly marked area of their facility and repaired/disposition in two weeks or less.
- Prior to each shipment, suppliers should ensure that returnable containers are clear of debris, in good-working order, and old barcode labels are removed.
- Each returnable container will have 2 part label locations, a minimum of 2 identification labels, and 2 Adient RFID tags. If unique containers/dunnage the containers will be identified with supplier return-to labels.

Standard Returnable Containers:

- Returnable containers sizes that are preferred are listed in Appendix 4.2.12.

Non-Standard Returnable Containers:

- Racks should only be used when all other packaging forms – totes, bulk bins, coffin boxes, etc – have been exhausted, i.e. not feasible for the application.
- Rack fleets should only be purchased from reputable suppliers
- Bins/racks should be designed to not only best suit the part, but to also best utilize the inside dimensions of a standard N.A. trailer (636"x96"x110").
- Bins/racks should be powder-coated the vendor's standard color (blue, black, grey, or beige), unless otherwise specified by the receiving Adient Facility.
- Potential pinch point areas should be painted red.
- Racks must be stenciled in accordance with the Adient container marking standard.

4.2.4 Domestic Expendable Packaging

- Expendable container sizes must closely resemble the approved returnable container sizes.
- Primary carton direction is half slotted cartons (HSC) with **1 lid per layer** and regular-slotted cartons (RSC) with a perforated tear off lid.
 - RSC is standard for cartons with its longest dimension less than 24 inches
 - HSC is standard for cartons with its longest dimension greater than or equal to 24 inches
 - See standard expendable sizes in Appendix 4.2.12.
- Boxes may be single, double, or triple wall, depending on size & weight requirements.
- Boxes must be adhered with tape. Metal staples are not acceptable.

4.2.5 Packaging Labeling Requirements

Refer to Supply Manual Section 5.0 Labeling requirements for component label detail and locations.

Label Placards/Holders should be placed as follows:

- Corrugated (cardboard) boxes – Two (2) AIAG labels 4" x 6" per container.
- Totes – Two (2) part label areas for use with standard 4" x 6" AIAG bar code labels. One placard on each short end of the tote.
- Pallet Boxes (large collapsible containers) – Two (2) part label areas placed on container walls for use with standard 4" x 6" AIAG bar code labels on the short sides of the bulk container.
- Racks – Two (2) placard locations for labels on adjacent corners to hold standard 4" x 6" AIAG bar code labels.
- See labeling in Best Practices 4.2.11.

4.2.6 Suppliers Use of Back-up Expendable Packaging

In the case of loss or damage to returnable containers, suppliers are required to keep at least 2 shipments worth of expendable back-up packaging in house at all times so as not to disrupt production at the receiving plant. Expendable back-up packaging must be similar in-size to approved returnable packaging and contain the exact quantity per container.

Supplier must receive prior written approval from receiving plant to receive reimbursement for back-up expendable packaging IF all of the following can be proven:

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- Supplier will notify the Adient Customer Materials contact of a returnable shortage 2 business days prior to expendable packaging being shipped (email).
- Adient Customer Facility did not return containers as agreed upon (if applicable).
- Containers were lost/damaged not by any fault of the supplier (if applicable).

Receiving Plant will issue a Purchase Order for back up expendable to supplier if warranted with detail/backup information. Supplier without prior written approval will receive DMR and/or Chargeback for Adient expenses for managing the backup expendable packaging.

4.2.7 Supplier Expectations using Adient provided returnable container assets

- Per the Adient Memo Dated March 9th, 2015 (See appendix 4.2.12)
- Suppliers will return Adient owned container assets within the expected number of days.
- Suppliers will utilize Adient owned returnable container assets for the intended production use only. **Assets may not be used for storage production parts, work in progress, scrap, or salvaged parts.**
- Adient will execute a supplier DMR to initiate a chargeback for not returning Adient container assets utilizing the Adient RFID Returnable container tracking system.

4.2.8 Internal Dunnage

- Dunnage (or interior separators of various designs) should be used for additional part protection when required.
- When required, internal dunnage should consist of the most inexpensive materials to adequately protect the part.
- Dunnage should be as simple & inexpensive as possible, and allow for easy access to the parts.
- Dunnage should be designed from recycled and/or recyclable materials.
- Dunnage in totes/racks should be returnable & semi-permanently attached to the container with Velcro.
- Returnable dunnage in bulk-bins/coffin boxes is preferred, however must be made to knock-down to maximize freight usage. Expendable dunnage costs vs. freight costs should be analyzed if returnable dunnage is not feasible.
- Returnable dunnage will be RFID tag to Adient standards and serialized.

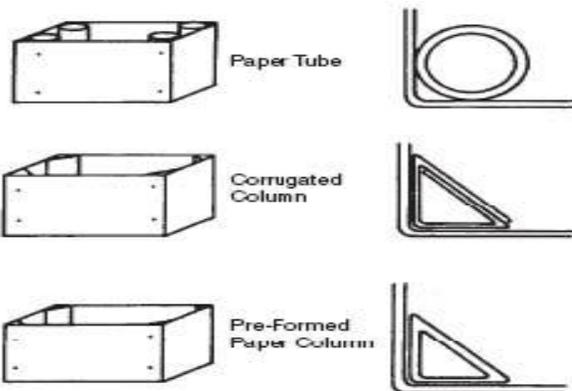
4.2.9 General Pallet Guidelines – Returnable & Expendable

- All pallets must to footprint standards list in Appendix 4.2.12 and according to A.I.A.G. specifications.
- Pallet stack height may not exceed 52”.
- All unitized pallet loads must be made to safely double, triple, or quadruple stack in a truck, up to 106”. It is not permissible, under any circumstance, for suppliers to ship unitized loads that do not stack.
- All pallets must have 4-way entry.
- Returnable totes should ship on returnable pallets; expendable totes should ship on expendable pallets.
- Returnable Pallets must be able to support a minimum of 4,000 lbs.
- When a returnable pallet is used, a returnable top cap must be used to ensure part integrity & stacking stability.
- Expendable pallets should be made of durable materials so as not to cause a safety hazard while being handled.
- Adient’s standard is non-solid wood material to be used for international shipments.
- Each pallet should contain only one part number worth of parts; do not mix skids unless otherwise directed/approved to do so by the receiving Adient Facility.
- Containers must not hang over the edges of the pallet.
- Containers must be secured to the pallets when shipped – NO EXCEPTIONS.
 - Adient Best Practice is 4-way banding (two bands in each direction, length and width) and stretch wrapping (see Best Practices 5.2.11).
 - Several rotations around the base of the pallet with stretch wrap are required to fasten load to the pallet.
 - All banding must be plastic; metal banding is strictly prohibited.

- Banding should be 4-way for proper securement.
- Seat belts are also acceptable.
- It is the supplier's responsibility to secure all unit loads with adequate banding.

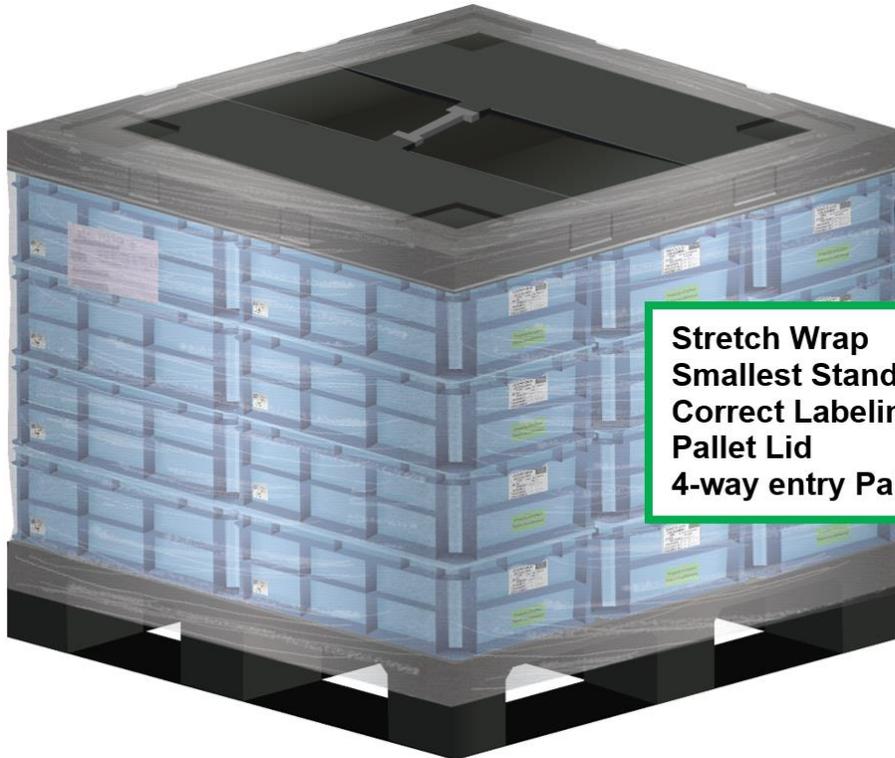
4.2.10 Unit Load Stacking and Corner Supports

- Unit load stack heights must be designed of sufficient strength to withstand a minimum stacking height at 106 inches (2260 mm) under full load in transit or storage.
- Unit load top layer must be configured with support in all four corners to allow for stacking in loading and storage. Void fillers or empty cartons are an acceptable practice (NA ONLY); load transfer needs consideration when using such methods.
- Standard unit load height of 25, 34 and 50 inches are to be maintained to assure maximum cubic transportation efficiency.
- Pyramid stacking is not an acceptable practice.
 - See Best Practices 4.2.11.
- When corner supports are required for stacking strength, the preferred option is corrugated; Formed fiberboard angle boards, and roll ups. Wooden corner supports are an allowable alternative when heavy loads are applied. All wooden dunnage must follow the U.S Government Certification, USDA-APHIS (ISPM-15) specification.



4.2.11 Packaging Best Practices

Returnable Unit Load:



Stretch Wrap
Smallest Standard Tote to fit part
Correct Labeling
Pallet Lid
4-way entry Pallet

Expendable Unit Load:



4-way banding
Stretch Wrap
HSC with 1 lid/layer
Correct Labeling
4-way entry Pallet
Corner & Edge Guards

Select a carton style based on the longest dimension:

1



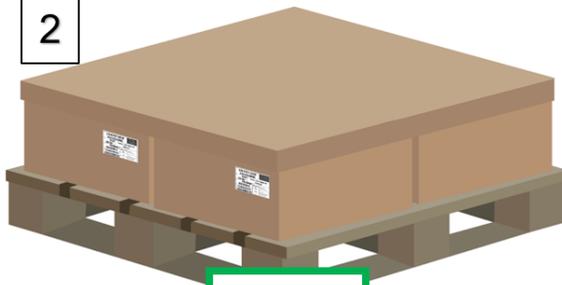
Correct
HSC with lid for cartons with longest dimension greater than or equal to 24 inches



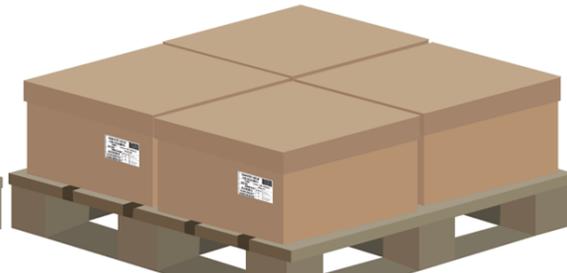
Correct
RSC for cartons with longest dimension less than 24 inches

Optimize lids by having one lid per layer instead of one lid per box:

2



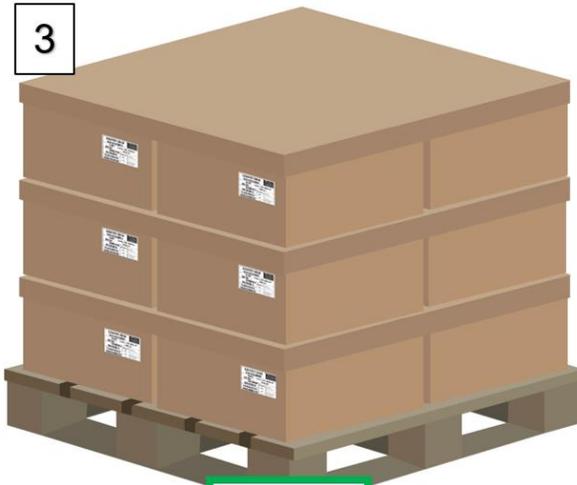
Correct



Avoid if possible;
prefer 1 lid per layer

Build pallets with even layers:

3



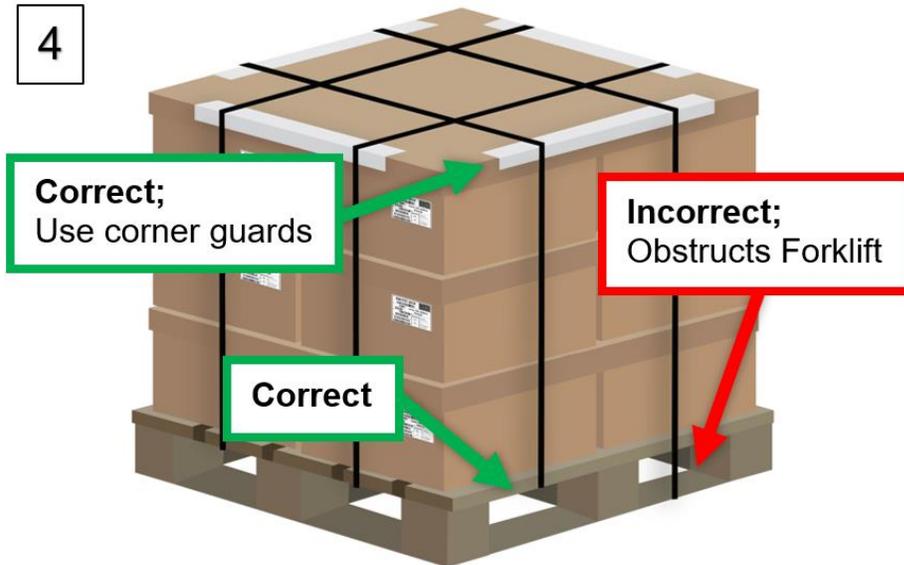
Correct



Incorrect;
Must be complete layers

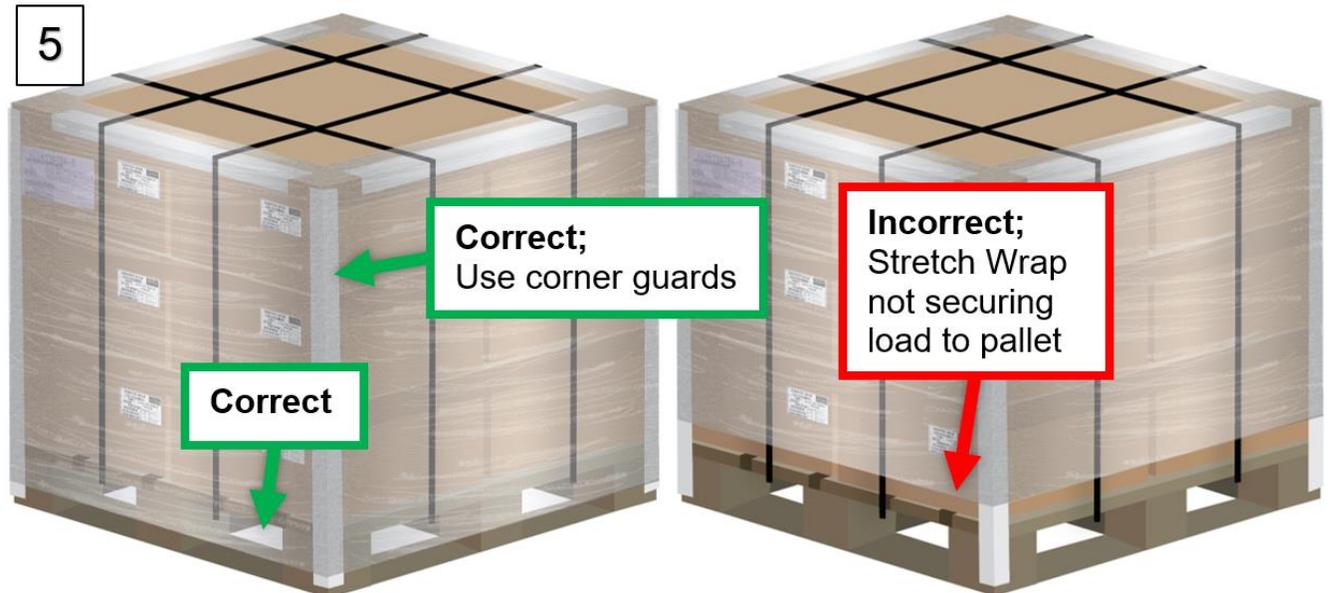
Band pallets through openings with plastic banding:

4



Stretch wrap pallet with several rotations around the base of the pallet:

5





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4.2.12 North America Specific Appendix

NORMA Oficial Mexicana NOM-006-STPS-2014,
Manejo y almacenamiento de materiales-
Condiciones de seguridad y salud en el trabajo.

- ✓ Verifica que la carga manual máxima que manejan los trabajadores no rebasa:
 - o 25 kg para hombres;
 - o 10 kg tratándose de mujeres, y
 - o 7 kg en el caso de menores de 14 a 16 años;

NORMA Oficial Mexican NOM-006-STPS-2014,
Material handling and storage-Conditions of
security and health at work.

- ✓ Verify that the maximum manual load that the workers do not exceed:
 - o 25 kg (55.1 lb) for men;
 - o 10 kg (22 lb) for women, and
 - o 7 kg (15.4 lb) in the case of children under 14 to 16 years

Adiant baseline RASIC SSOW:

Inbound Packaging Responsibility: North America Only:

	Component Supplier	Adiant Purchasing	Adiant-Packaging Engineering Team	Adiant Plant Team	Adiant Quality Plant Team	Adiant Manufacturing Engineering	Adiant Launch AFM Team	Adiant Launch Program Manager
Activates / Resources (Baseline Assumptions-Subject for review during SSOW/Quote phase)								
Option 1: Supplier Packaging Engineering Responsibility and Adiant Returnable Procurement Responsibility								
SSOW Quote Package: Packaging Expectations		I	C	I			I	R
Quote Packaging: Expendable/Returnable	R	S	C					
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A		
Packaging: Expendable & Returnable Design/Development/Prototype	R	I	C					
Expendable Packaging Procurement (Supplier piece price)	R	A	S					
Returnable Packaging Funding: (CAR Funding)			C	I			R	S
Returnable Packaging Procurement (PO to packaging vendors)	I	A	C	R			I	
Initial Returnable Packaging Delivery/Confirmation	C	I	R	I				
Cleaning/Maintaining Responsibility: returnable container fleet	R	I	C	A				
Repair/Replacement Responsibility: returnable container fleet	C	I	S	R				
Option 2: Adiant Engineering responsibility and manages packaging vendors-Returnable only								
SSOW Quote Package: Packaging Expectations		I	C	I			I	R
Quote Packaging: Expendable/Returnable	R	I	S				I	
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A		
Expendable Packaging: Design/Development/Prototype	R	I	C					
Returnable Packaging: Design/Development/Prototype	C	I	R	A				I
Expendable Packaging Procurement (Supplier piece price)	R	A	S					
Returnable Funding: (CAR Funding)			C	I			R	S
Returnable Packaging Procurement (PO to packaging vendors)		A	C	R			I	
Initial Returnable Packaging Delivery/Confirmation	C	I	R	I				
Cleaning/Maintaining Responsibility: returnable container fleet	R	I	C	A				
Repair/Replacement Responsibility: returnable container fleet	C	I	S	R				

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Adient Packaging Data Form Web Based System: <http://uspec.surgere.com/>

Prior to the launch of any new program or program refresh (Adient PLUS Launch Phase: Design Verification stage typical 10-12 months prior to SOP):

- Notification will be sent to the suppliers from the Adient Packaging Data Form System, USPEC
- Suppliers will be required to request access to the USPEC
- Suppliers will submit packaging proposal through the USPEC
 - Rejected or Approved Packaging proposals will be available in USPEC

Adient PACKAGING DATA FORM

Adient Part #: XXXXXX JCI Legacy Part #:	Part Name: Revision Level:	Wire Frame Assy, Rear Seat Cushion (Conv) 1	Proposal Interior: Date Revision:	Production 12/1/2016 2:26:19 PM
Program: Supplier Code-Name: Supplier Ship From Location: Component Annual Volume(CPV): Component Daily Volume: JCI Receiving Plant Code-Location:	XXXX Program 123456 Adient, MI 331,000 1,379.20 AED204,Georgetown,KY	Supplier Contact: Jane Doe Phone: xxx-xxx-xxxx Mobile: 419-399-4500 Email: jane.doe@adient.com Supplier DUNS#: 123456	Vehicle: Model Year: OEM Customer: OEM Part Number:	Camey Hybrid 2016 Toyota



PART CHARACTERISTICS

Length (in) Width (in) Height (in) Part Weight (Lb) Ship in multiple colors?? No
47.50 21.50 6.00 2.80 Tool #: Row :

- Class A Grained Surface
 Painted Winkle-Prone
 Corrosion Inhibitor Sol-Prone

PRIMARY CONTAINER / BACKUP CONTAINER

Container #: 2108932 / 2108932
 Description: 6448-34 Returnable Bulk Bin, 64"x48"x34" / 6448-34 Returnable Bulk Bin, 64"x48"x34"
 Expendable / Returnable: Returnable / Returnable
 Container Type: Returnable Bulk Bin / Returnable Bulk Bin
 Container Color: /
 Container Manufacturer: JCI Supplier /
 Parts / Container: 40 / 40

Length (in)	Width (in)	Height (in)
64 / 64	48 / 48	34 / 34

O.D.
 Tare Weight: 206.00 / 208 Lb
 Gross Weight: 320.00 / 320 Lb
 Load/Unload: /

DRAWING PICTURE OF PARTS AND PACK



INTERIOR PACKAGING (Dunnage) / BACKUP INTERIOR PACKAGING (Dunnage)

Qty Description Manufacturer Returnable? Notes

PALLET AND LID / BACKUP PALLET AND LID

Pallet #:	Other /	Lid #:	Other /
Description:		Description:	
Pallet Dimensions: 0 0 0	Length (in) Width (in) Height (in)	Lid Dimensions: 0 0 0	Length (in) Width (in) Height (in)
Pallet Tare Weight: 0.00 Lb		Lid Tare Weight: 0.00 Lb	

UNIT LOAD

Unit Load Dimensions: 64 48 34	Length (in) Width (in) Height (in)	Unit Loads/Trailer Layer: 14
Unit Load Gross Weight: 320.00 Lb		Unit Loads High/Trailer: 3
Pcs/Unit Load: 40		Unit Loads/Trailer: 42
Inventory Days/Unit Load: 0.0290	Containers/Layer: 1	Empty Unit Loads/Return: 42
Load Securement: None	Layers/Unit Load: 1	Inventory Days/Trailer: 0
	Containers/Unit Load: 1	Collapsible: True
		Collapsed Container Height: 10.00
		Collapsed Container Ratio: 3

Primary Container Interior



Primary Container Exterior



Unit Load



RETURNABLE SYSTEM/DAYS ASSUMPTIONS

Supplier Inventory Days: 3.00	Freight Ownership: Customer
In Transit to Plant Days: 1.00	Expected Transport Mode: LTL
Internal Plant Days: 2.00	Expected Ship Frequency: 2.00 Xper Week
In Transit to Supplier Days: 2.00	Container Return Frequency: 2 Xper Week
Border Crossing / Consolidation: 0.00	System Days Explain: N/A
Contingency / Other: 0.00	
Total System Days: 8.00	
Total Containers in System: 276.00	
Total Unit Loads in System: 276.00	

CONTAINER OWNERSHIP/BACKUP

Ownership: Adient
 Backup Statement Agreed to:
 Parts Notes:

MAINTENANCE/REPAIR

Repair Maintenance Agreement Acknowledged:

PACKAGING APPROVAL

Packaging Rep: Supplier Approval
 Adient Manufacturing :

Adient Packaging Engineer :
 Adient Quality :

Adient Materials :
 Adient Packaging Engineer :



Dateline:

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Adient N.A Standard Returnable Container Sizes:

Cont Name/Size	Container Description/Manufactures (Orbis, Monoflow, TripleDiamond)	Standard or Non- Standard	Adient Container Part #
Returnable Totes: Straight wall reinforced bottoms			
1215-5	Plastic Tote, 12"x15"x5.0"	STD	2104006
1215-7	Plastic Tote, 12"x15"x7.5"	STD	2104007
1215-9	Plastic Tote, 12"x15"x9.5"	STD	2107360
2415-5	Plastic Tote, 24"x15"x5"	STD	2107364
2415-7	Plastic Tote, 24"x15"x7.5"	STD	2103994
2415-9	Plastic Tote, 24"x15"x9.5"	STD	2107365
2415-11	Plastic Tote, 24"x15"x11"	STD	2107366
2415-14	Plastic Tote, 24"x15"x14.5"	STD	2107369
2422-7	Plastic Tote, 24"x22"x7.5"	STD	2107371
2422-9	Plastic Tote, 24"x22"x9.5"	STD	2107372
2422-11	Plastic Tote, 24"x22"x11"	STD	2103995
2422-14	Plastic Tote, 24"x22"x14.5"	STD	2107373
3215-7	Plastic Tote, 32"x15"x7.5"	STD	2107374
4845R SFoam	Pallet/lid:48x45 structural foam/vac form	STD	2289928/2289933
Returnable Bulk Bins: Heavy Capacity-2 drop doors			
3230-25	Returnable Bulk Bin, 32"x30"x25"	STD	2107389
3230-34	Returnable Bulk Bin, 32"x30"x34"	STD	2107390
4845-21	Returnable Bulk Bin, 48"x45"x21" Fixed wall	STD	2211783
4845-25	Returnable Bulk Bin, 48"x45"x25"	STD	2108925
4845-34	Returnable Bulk Bin, 48"x45"x34"	STD	2083853
4845-42	Returnable Bulk Bin, 48"x45"x42"	STD	2150880
4845-50	Returnable Bulk Bin, 48"x45"x50"	STD	2108928
6448-34	Returnable Bulk Bin, 64"x48"x34"	STD	2108932
6448-50	Returnable Bulk Bin, 64"x48"x50"	STD	2108934
Adient Unique N.A. Standard Returnable Containers			
Coffin	Returnable Coffin Box, 65"x29"x28"	Adient STD	2107898/2107893/2107895
Trim Flexbag	Flex bag:45x45x60 Trim w/pallet	Adient STD	2289936
Foam-n-bag	none	Adient STD	
Collapsible foam bin	Collapsible Foam rack:62"x48"x50"	Adient STD	3339688
Collapsible foam rack	Collapsible Foam Rack:96"x62"x35"	Adient STD	2442013
Collapsible foam rack	Collapsible Foam Rack: 96"x62"x50"	Adient STD	3339686
Metals Sleeve Pack	Metal Sleeve Pack, 48"x45"x34"	Adient STD	2447061/2447067/2447070

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Adient N.A Expendable/Export Container Sizes:

Expendable Packaging Domestic-Hand Held Cartons		Style	Notes/Container ID
0907-5	Expendable Box, 9.5"x7.25"x5.25"	RSC	Perforated tear off lid
0909-6	Expendable Box, 9"x9"x6"	RSC	Perforated tear off lid
0909-9	Expendable Box, 9"x9"x9"	RSC	Perforated tear off lid
1010-10	Expendable Box, 10"x10"x10"	RSC	Perforated tear off lid
1215-7	Expendable box, 15"x12"x7" - Single wall	RSC	Perforated tear off lid
1215-7	Expendable box, 15"x12"x7" - double wall	RSC	Perforated tear off lid
1215-9	Expendable box, 15"x12"x9"-single wall	RSC	Perforated tear off lid
2415-5	Expendable box 24"x15"x5"-single wall	HSC	1 lid per layer
2415-5	Expendable box 24"x15"x5"-double wall	HSC	1 lid per layer
2415-7	Expendable box 24"x15"x7" -single wall	HSC	1 lid per layer
2415-7	Expendable box 24"x15"x7" -double wall	HSC	1 lid per layer
2415-9	Expendable box 24"x15"x9" -single wall	HSC	1 lid per layer
2415-11.5	Expendable box 24"x15"x11" -single wall	HSC	1 lid per layer
2415-14	Expendable box 24"x15"x14" -single wall	HSC	1 lid per layer
2422-7	Expendable box 24"x22"x7"-single wall	HSC	1 lid per layer
2422-9	Expendable box 24"x22"x9"-single wall	HSC	1 lid per layer
2422-11	Expendable box 24"x22"x11"-single wall	HSC	1 lid per layer
2422-14	Expendable box 24"x22"x14"-single wall	HSC	1 lid per layer
3215-7	Expendable 32"x15"x7" single wall	RSC	Perforated tear off lid
3230 HT Pallet	HT Expendable Pallet, 32"x30"	-	-
4845 HT Pallet	HT Expendable Pallet, 48"x45"	-	-
Expendable Packaging Domestic-Pallet Boxes		Style	Notes/Container ID
3230-25	Exp gaylord 32x30x25" Triple wall wood reinf	HSC	-
3230-34	Exp gaylord 32x30x34" triple wall, wood reinf	HSC	-
4845-25	Exp gaylord 48x45x25" triple wall, wood reinf	HSC	-
4845-34	Exp gaylord 48x45x34" Triple wall, wood reinf	HSC	-
4845-50	Exp gaylord 48x45x50" Triple wall, wood reinf	HSC	-
6448-34	Exp gaylord 64x48x34" Triple wall, wood reinf	HSC	-
Expendable Packaging International/export: 40ft sea container		Style	Notes/Container ID
0909-5	Export Box, 9"x9"x5"	RSC	Perforated tear off lid
1115-7	Export Box, 11.75"x15"x7"	RSC	Perforated tear off lid
2315-7	Export Box, 23.5"x15"x7"	RSC	1 lid per layer
2315-10	Export Box, 23.5"x15"x9.8"	RSC	1 lid per layer
2315-13	Export Box, 23.5"x15"x13"	RSC	1 lid per layer
2322-7	Export Box, 23.5"x22"x7.0"	RSC	1 lid per layer
2322-10	Export Box, 23.5"x22"x9.8"	RSC	1 lid per layer
2322-13	Export Box, 23.5"x22"x13"	RSC	1 lid per layer
3630-22	Export Gaylord, 36"x30"x22" Triple Wall, wood reinf	HSC	-
4745-22	Export Gaylord, 47"x45"x22", Triple Wall, wood reinf	HSC	-
4745-29	Export Gaylord, 47"x45"x29", Triple Wall, wood Reinf	HSC	-
4745-44	Export Gaylord, 47"x45"x44", Triple wall, wood, Reinf	HSC	-
4429-29: A Module	A Module Gaylord, 44.5"29"x29" Triple wall/plywood: Adient STD	HSC	3790079
4644-33: Z Module	Z module Gaylord, 46.5"x4.5"x33", Triple wall/plywood: Adient STD	HSC	3790084
3630 HT Pallet	Expendable EXPORT Pallet, 36"x30" (plywood)	STD	-
4745 HT Pallet	Expendable EXPORT Pallet, 47"x45" (plywood)	STD	-

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Adient Returnable Packaging Asset Tracking Web Based System: <https://cos2.surgere.com/>

- Track Adient returnable asses assigned to supplier facilities
- Email ae-na-scm-packaging@adient.com to be set up with an account

Location	Asset	Location Count	Pre-Ship	Under 7 Days	7-14 Days	15-21 Days	22-28 Days	29-45 Days	46-60 Days	Over 60 Days	In Transit
ARJ Mfg -											
ARJ Mfg -											
	2083853	3	0	0	0	0	0	0	0	3	80
	2103994	0	0	0	0	0	0	0	0	0	70
	2103994-WIP	0	0	0	0	0	0	0	0	0	2
	2104007	2	0	0	0	0	0	0	0	2	81
	2104007-WIP	0	0	0	0	0	0	0	0	0	1
	2107364	0	0	0	0	0	0	0	0	0	20
	2107390	0	0	0	0	0	0	0	0	0	49
	2107390-WIP	0	0	0	0	0	0	0	0	0	1
	2107893	0	0	0	0	0	0	0	0	0	2
	2107895	0	0	0	0	0	0	0	0	0	5
	2211783	0	0	0	0	0	0	0	0	0	1
	2289928	1	0	0	0	0	0	0	0	1	17
	2289933	0	0	0	0	0	0	0	0	0	12
	2299289	0	0	0	0	0	0	0	0	0	2
	2330083	0	0	0	0	0	0	0	0	0	9
	2473427	0	0	0	0	0	0	0	0	0	4
	2511260	0	0	0	0	0	0	0	0	0	9
	2532368	0	0	0	0	0	0	0	0	0	21
	2600986	0	0	0	0	0	0	0	0	0	1
	2626718	0	0	0	0	0	0	0	0	0	1
	2626718D	0	0	0	0	0	0	0	0	0	15
	3000558	0	0	0	0	0	0	0	0	0	1
	3132314	0	0	0	0	0	0	0	0	0	56
	3435706	0	0	0	0	0	0	0	0	0	1
	3690543	0	0	0	0	0	0	0	0	0	2
	3705815	0	0	0	0	0	0	0	0	0	1
	3910379	0	0	0	0	0	0	0	0	0	1
	3910379BD	0	0	0	0	0	0	0	0	0	1
	4031484	0	0	0	0	0	0	0	0	0	1
	4036719	0	0	0	0	0	0	0	0	0	1
	4041452	0	0	0	0	0	0	0	0	0	6

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Adient Returnable Container Asset Memo-Original March 2015:

Johnson Controls
47700 Halyard Street,
Plymouth, MI, USA



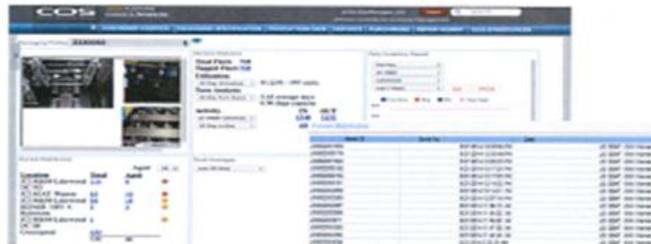
March 9th, 2015

Attention Johnson Controls, Inc. AE North America Seating Suppliers,

Johnson Controls, Inc. North America Central Supply Chain team is pleased to announce the launch of the next generation returnable container tracking system utilizing Radio Frequency Tracking Systems (RFID). During the next 6 months Johnson Controls will be installing RFID equipment in our North America AE Seating facilities. Johnson Controls has applied serialized RFID tags to Johnson Controls owned returnable container fleets and we have implemented a system to manage where containers were shipped to and how long they are sitting idle at that destination.

As a Johnson Controls supplier, what you need to know:

- Johnson Controls will charge suppliers for returnable containers not returned in 60 days
- RFID system does not impact suppliers using production expendable packaging
- Johnson Controls container assets will have unique serialized number
- RFID tag is human readable, barcode readable, QR (2D Barcode) readable and RFID readable
- RFID equipment captures the unique serialize number and records time & date
- Johnson Controls has visibility of serialized container assets that are loaded/unloaded on a trailer
- Johnson Controls has visibility of the N.A. supply chain on Johnson Controls container assets last known location



As a Johnson Controls Supplier, what we are requiring from you:

- Johnson Controls container assets must be used for Johnson Controls product
- Johnson Controls containers assets returned in the allotted time frame (plan for 60 days)
- Advise if your facility has extra/miss routed/obsolete Johnson Controls owned container assets:
Email: AE-NA-SCM-Packaging@jci.com Due: **April 6th, 2015**
- Provide email/contact info for key materials/shipping clerks to gain access to the system:
Email: AE-NA-SCM-Packaging@jci.com Due: **April 6th, 2015**

Further email communications and online training will be provided in the Second Quarter 2015 as the roll out across North America progresses.

If you have questions please send an email to AE-NA-SCM-Packaging@jci.com

Mike Land
Johnson Controls, Inc.
Executive Director Purchasing

Mark Klenczar
Johnson Controls, Inc.
Central Supply Chain

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Adient Packaging Solid Wood Restrictions Memo- June 2017:

Adient US, LLC
49200 Halyard Drive
Plymouth, Michigan 48170
Tel 734-254-7694



June 26, 2017

Adient Suppliers & Logistic Providers

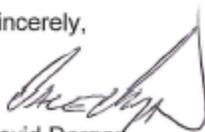
RE: Solid wood restrictions for overseas shipments supplied and/or sold into North America

The purpose of this communication is to emphasize the need for your organization to comply with Adient's global phytosanitary requirements relative to the use of solid wood within pallets and/or other packaging components.

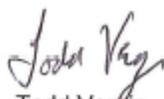
Effective August 1, 2017 all Adient suppliers and logistic providers that supply and/or sell products into Adient facilities within the United States, Canada and Mexico ("North America") from overseas must be packaged with non-solid wood material, such as plastic, plywood or fiber board. Adient will not accept ISPM15 solid wood pallets and/or other packaging components for overseas shipments into North America. Please refer to the Global Supplier Standards Manual, Supply Chain Management Chapter 3, section 14 (General Adient Global Packaging Guidelines).

Please communicate within your organization that any non-compliance with these requirements could result in rejection of your material, and all associated costs / fines directly or indirectly incurred by Adient as a result of your non-compliance will be charged back to your company pursuant to the Terms and Conditions of Purchase between your company and Adient.

Sincerely,



David Dorgan
Vice President
Global Supply Chain
734-254-3626
David.Dorgan@adient.com



Todd Vergin
Purchasing Director
Global Supply Chain Commodities
734-254-7694
Todd.M.Vergin@adient.com

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Adient Supplier memo on Compliance with Adient Packaging and Barcode standards: November 2018

Adient plc
49200 Halyard Drive
Plymouth, MI 48170
734/254-5000



November 9th, 2018

Re: Compliance with Adient Global Supplier Manual – Supply Chain Management

Adient Suppliers:

All Adient suppliers are required to comply with Adient's Global Supplier Standards Manual (the "Supplier Standards") available at <https://www.adient.com/suppliers/supplier-expectations>. These standards include critical operational requirements for barcode labeling and packaging guidelines:

- Production barcode labeling requirements are found in Section 4.5. See Section 4.5.8 for specific requirements for 2D barcodes.
- Packaging Guidelines are found in Section 4.15 of the Supplier Standards. Submissions of inbound packaging proposals must be made using the USPEC web-based system, or BINMAN for shipments into European facilities.

Failure to comply with these requirements will result Discrepant Material Rejections (DMRs) and chargebacks.

If you have questions regarding the Supplier Standards, please refer to the contact information in the Supplier Standards or contact your Adient customer plant.

Sincerely,

Adient US LLC

Mark Klenczar s/s

Mark Klenczar
N.A. Packaging Engineering Manager

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4.3 Europe Specific Packaging Guidelines

4.3.1-4.3.12 Europe Specific Packaging Guidelines:

(Adient & Adient Joint Ventures – Europe Sites Only)

Questions related to the below section Packaging Standards can be emailed to the below address:

marko.wolf@adient.com

- Adient directed suppliers should quote expendable and returnable packaging options per the SSOW (Adient Launch PLUS: Design and Development Phase)
 - Provide a detailed breakdown of packaging cost
 - Provide packaging engineering assumptions on a Packaging Data Form during quote (excel version **or Binman PDS**) and submit with the Adient quote package.
 - Review examples of the R.A.S.I.C. for packaging engineering responsibility before final SSOW is approved with Purchasing Representative

- Post Launch requests for packaging piece price increases should be submitted to both the Adient Purchasing representative and Packaging Engineer. Include original submitted Packaging Data Form detail with proposed packaging changes on an updated Packaging Data Form with reason/information/data for the packaging change.
- All efforts to meet packaging deadlines, including those for proposal submission, trial packs, packaging procurement, etc., must be made. If a deadline cannot be met, it is the supplier's responsibility to notify the appropriate Adient packaging engineer **at least one week** prior to the deadline date.
- Packaging must be consistent with European specifications.

- Returnable containers are preferred at ALL European. Adient Facilities. Expendable containers will be accepted **ONLY** under the following circumstances or directed in the SSOW.
 - Fastener Shipments
 - Overseas Shipments (See Section 14.0 Export Packaging Section)
 - Low volume component scenarios
 - Total landed cost business evaluations
 - Supply Chain Disruptions (**must have written approval from receiving plant and mirror returnable packaging: size/density**)

- In the case of loss or damage to returnable containers, suppliers are required to keep at least 2 shipments worth of expendable back-up packaging in house at all times so as not to disrupt production at the receiving plant. **Expendable back-up packaging must be similar in-size to approved returnable packaging and contain the exact quantity per container.**
- **Supplier must receive prior written approval from receiving plant. Receiving Plant will issue a Purchase Order for back up expendable to supplier if warranted with detail/backup information. Supplier without prior written approval will received DMR and/or Chargeback for Adient expenses for managing the backup expendable packaging.**
- When new program launches or (program refreshes), all efforts to re-use existing returnable containers should be made before any new containers are procured.

- Returnable packaging should be designed to withstand normal handling throughout the life of the program.
- When required, internal dunnage should consist of the most inexpensive materials to adequately protect the part.
- Containers should be filled to capacity without exceeding maximum weight limits or compromising part quality.
- Certain containers must be secured to pallets with either plastic banding, seat belts or stretch wrap.
 - The overall pallet height **MUST NOT EXCEED 2m**".

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- All pallets must have 4-way entry.
- **All unit loads (expendable & returnable) must have the capability to safely stack in a standard truck, up to 2.997m. Internal height of 3m is not possible on all trailers without extending roof.**

4.3.2 Packaging Approval Process:

- Prior to the launch of any new program or program refresh (Adient PLUS Launch Phase: Design Verification stage typical 10-12 months prior to SOP)
 - Notification will be sent to the suppliers from the Adient Packaging Data Form System **or via the electronic PDS creation process within Binman**
 - Suppliers will be required to request access to the Adient Packaging Data Form System **or via the electronic PDS creation process within Binman**
 - Suppliers will submit packaging proposal through the Adient Packaging Data Form System **or via the electronic PDS creation process within Binman**
 - Rejected or Approved Packaging proposals will be available in Adient Packaging Data Form System **or via the electronic PDS creation process within Binman**
 - Any pre-production build events should be shipped in production intent packaging representing the packaging proposal during the packaging approval process.
 - The Adient representative will review the packaging proposal to ensure that its contents are within Adient's best practice standards for packaging.
 - An Adient representative or Adient Packaging Data Form System will notify the supplier whether the proposal is accepted, rejected, or if a packaging trial is being requested. If a trial is requested, the Adient representative will further notify the supplier of the requirements, including quantity, dates, labeling info, etc.
 - The approved packaging proposal will be located in the Adient Packaging Data Form System **or via Binman's PDS Menu** when final approval is granted. (Normally 1-4 months prior to launch).

4.3.3 Standard Returnable Containers:

- Returnable containers sizes that are preferred:
(See appendix for list of approved/recommend container sizes)
- The gross weight limit for any hand-held package (ex: KLT, carton, trim bundle, foam bag, etc.)
 - Europe
 - 12 – 15kg
- If an Adient Health and Safety/Ergonomics representative deems hand-held packages unsafe based on factors such as height and reach, suppliers may be asked to reduce the gross weight to less than the above standards or change the container type
- All container must be used in compliance to the container manufactures published container weight capacity and dynamic stacking limits.
- Adient will provide the returnable container fleet or funds to purchase the approved container fleet unless otherwise specified by Adient Purchasing Representative where Adient are responsible for container purchase
- Each returnable container will have 2 part label locations, a minimum of 2 identification labels. If unique containers/dunnage the containers will be identified with supplier return-to labels.

4.3.4 Packaging Labeling Requirements:

- Refer to Supply Manual Section 5.0 Labeling requirements for component label detail and locations **[Label Placards/holders should be placed as follows:](#)**
- Corrugated (cardboard) boxes – Two (2) AIAG labels 4" x 6" per container.
- KLTs – One (1) part label areas for use with standard 4" x 6" AIAG bar code labels. One placard on each short end of the KLT.



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- Pallet Boxes (large collapsible containers) – Two (2) part label areas placed on container walls for use with standard 4" x 6" AIAG bar code labels on the short sides of the bulk container.
See Appendix for examples of the standards

4.3.5 Container Maintenance & Repair for Returnable Container Assets

- It is expected that Adient owned container assets and dunnage will be maintained and cleaned by the supplier to ensure part quality expectations
- It is the supplier's responsibility to account for cleaning/maintenance costs in the packaging piece price. Exceptions should be noted in the Supplier Statement of Work (SSOW).
- Adient owned container assets that require repair or replacement, supplier will contact Adient Plant Representative for disposition/direction and update the container management system once approved.
- Suppliers must ensure that packaging materials in need of repair are set aside in a clearly marked area of their facility and repaired/disposition in two weeks or less.

4.3.6 Returnable Container Asset Counts

- It is expected that all Adient suppliers who use returnable containers perform a full container count at the request of Adient at least once per quarter if required
- Counts are expected to be entered into the container management system Binman upon the required dates
- Adient will execute a supplier DMR to initiate a chargeback for not performing a container asset count on the required date and failing to enter the count into Adient's container management tracking system "Binman"
- Container losses identified can be cross charged to suppliers via the DMR process

4.3.7 Suppliers use of Back-up expendable packaging:

- Suppliers must request authorization prior to use of back up expendable packaging by their Adient receiving plant to receive reimbursement for back-up expendable packaging IF all of the following can be proven:
- Supplier will notify the Adient Customer Materials contact of a returnable shortage 2 business days prior to expendable packaging being shipped (email)
- Adient Customer Facility did not return containers as agreed upon (if applicable)
- Containers were lost/damaged not by any fault of the supplier (if applicable)

4.3.8 Supplier Expectations using Adient provided returnable container assets:

- Suppliers will return Adient owned container assets in line with delivery and usage expectations
- **Suppliers will utilize Adient owned returnable container assets for the intended production use only this does not include supplier batch building unless approved by Adient representative**
- Adient will execute a supplier DMR to initiate a chargeback for not returning Adient container assets utilizing the Adient container management tracking system "Binman"

4.3.9 Internal Dunnage:

- Dunnage (or interior separators of various designs) should be used for additional part protection when required.
- Dunnage should be designed from recycled and/or recyclable materials.
- Dunnage should be as simple & inexpensive as possible, and allow for easy access to the parts.



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- Returnable dunnage in bulk-bins is preferred, however must be made to knock-down to maximize freight usage. Expendable dunnage costs vs. freight costs should be analyzed if returnable dunnage is not feasible.

4.3.10 General Pallet Guidelines – Returnable & Expendable

- All pallets must to footprint standards list in Appendix and according to European. specifications.
- Pallet stack height may not exceed 2m, unit loads must be able to stack up to 3m in a domestic trailer.
- All pallets must have 4-way entry.
- Returnable KLTs should ship on returnable pallets; expendable cardboard box should ship on expendable pallets.
- Returnable Pallets must be able to support a minimum of 1.5 ton.
- When a returnable pallet is used, a returnable top cap must be used to ensure part integrity & stacking stability.
 - Expendable pallets should be made of durable materials so as not to cause a safety hazard while being handled.
 - Expendable pallets must be heat-treated to International Standards for Phytosanitary Measures Number 15 (ISPM 15). See Section 14.0 Export Guidelines for further clarification. – For shipments into NA only
 - All unitized pallet loads should be made to double, triple, or quadruple stack in a truck, up to 3m. It is not permissible, under any circumstance, for suppliers to ship unitized loads that do not stack.
 - Each pallet should contain only one part number worth of parts; do not mix skids unless otherwise directed/approved to do so by the receiving Adient Facility. **For low running parts this would not be possible without impacting inbound freight, so priority should be to maximise loading space.**
 - Containers must not hang over the edges of the pallet.
 - Containers must be secured to the pallets when shipped – NO EXCEPTIONS.

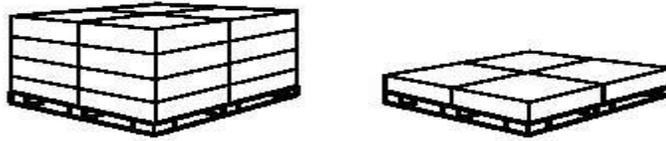
4.3.11 Domestic Expendable Packaging

- Expendable container sizes must closely resemble the approved returnable container sizes.
- The gross weight limit for any hand-held package (ex: KLT, carton, trim bundle, foam bag, etc.)
 - 12 – 15kg
- If an Adient Health and Safety/Ergonomics representative deems hand-held packages unsafe based on factors such as height and reach, suppliers may be asked to reduce the gross weight to less than the above standards or change the container type to maximize truck utilization
- Boxes may be single, double, or triple wall, depending on size & weight requirements.
- Boxes must be adhered with tape. Metal staples are not acceptable.
- Boxes should be secured to expendable pallets using either stretch wrapping or plastic banding and fiber board corner post to secure cartons on the pallet where applicable.

4.3.12 Unit Load Stacking and Corner Supports

- Unit load stack heights *must* be designed of sufficient strength to withstand a minimum stacking height at 3m under full load in transit or storage.
- Unit load top layer *must* be configured with support in all four corners to allow for stacking in loading and storage. Void fillers or empty cartons are NOT an acceptable practice in Europe.
- Max unit load height of 1 pallet is 1m to ensure maximum cubic transportation efficiency.
- **Pyramid stacking is not an acceptable practice.**

Properly Palletized Unit Load (Leveled Layers)



Unacceptable Palletized Unit Load (Pyramid)



- It is the supplier's responsibility to secure all unit loads with adequate banding. Polyester plastic strapping is the preferred method for securing a unit load of manually handled KLT cartons to a pallet. Supplier is recommended to use four (2) way strapping practices on manually handled carton unit loads. Shrink-wrap film, (non-PVC) is acceptable and recommended to ensure load integrity. Metal banding is restricted and allowed on an acceptance basis only.

Questions related to the below Packaging Standards can be emailed to the below address:

Marko.wolf@adient.com



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5.3.12.2 Europe Returnable Container Matrix

LT		MAGNUM	Eco box			Metal	Big Bags	Pallets								
Epic	Eng Net Weight	Searchable Description	Length-Outer-mm	Width-Outer-mm	Height-Outer-mm	Return Ratio	small parts	Foam	HR	AR	Side bolster	Airbag	Trim	Metal Frames	Small metal parts	Plastic
1224064	4.4	L-KLT-8210	800	600	220	1	x				x		x			x
1224086	0.6	R-KLT-3215	297	198	147	1	x								x	x
1224087	1.3	R-KLT-4315	396	297	147	1	x								x	x
1224088	1.6	R-KLT-4329	396	297	280	1	x									x
1224089	3.42	F-KLT-6410	600	400	280	3.5	x		x							x
1224092	2.1	R-KLT-6415	594	396	147	1	x								x	x
1224093	3	C-KLT-6417	594	396	174	1	x								x	x
1224095	3.7	C-KLT-6421	594	396	213	1	x								x	x
1224096	2.97	R-KLT-6429	594	396	280	1	x		x							x
1224127	0.63	R-KLT-3215-ESD	297	198	148	1						x				
1224128	1.4	R-KLT-4315-ESD	396	297	148	1						x				
1224130	2.07	R-KLT-4329-ESD	396	297	280	1						x				
1224134	2.33	R-KLT-6415-ESD	594	396	148	1						x				
1224135	3.35	R-KLT-6429-ESD	594	396	280	1						x				
1299159	1.295	C-KLT-3214	300	200	140	1	x								x	x
1299167	1.63	C-KLT-4314	400	300	140	1	x								x	x
1299170	4.4	C-KLT-6428	600	400	280	1	x		x							x
1299719	2.613	C-KLT-4328	396	297	280	1	x									x
1299722	2.8	C-KLT-6414	594	396	148	1	x								x	x
1300741	2.67	RL-KLT-6280	594	396	280	1	x		x							x
1300747	1.8	RL-KLT-6147	594	396	147	1	x								x	x
1300752	1.7	RL-KLT-4280	396	297	280	1	x									x
1300762	1.1	RL-KLT-4147	396	297	147	1	x								x	x
1300809	0.6	RL-KLT-3147	297	198	147	1	x								x	x
1334514	1.5	L-KLT-4147	396	297	147	1	x								x	x
1346546	1.7	L-KLT-6147	600	400	147	1	x								x	x
2234750	2.07	C-KLT-4321	400	300	213	1	x								x	x
2263269	4.8	RL-KLT-8628	800	600	280	1	x		x	x	x		x			x
2286274	2.5	L-KLT-6280	600	400	280	1	x		x							x
2348464	3.1	L-KLT-8120	794	594	120	1	x									x
2586775	2.33	R-KLT-6115-ESD	600	400	147	1						x				
2587359	1.4	R-KLT-4115-ESD	400	300	147	1						x				
2671202	1.63	C-KLT-4314-Ivory	396	297	147	1	x								x	x
2671208	2.6	R-KLT-4129-ESD	600	400	280	1						x				
3109813	2.5	R-KLT-6442	594	396	213.8	1	x								x	x
3135237	2.9	F-KLT-6410 G	600	400	280	3.33										x
3365753	2.4	F-KLT-6428	600	400	260	3.5	x									x

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Epic	Eng Net Weight	Searchable Description	Length-Outer-mm	Width-Outer-mm	Height-Outer-mm	Return Ratio	small parts	Foam	HR	AR	Side bolster	Airbag	Trim	Metal Frames	mall metal parts	Plastic
1224097	2.3	EF 6220	600	400	220	1	x								x	x
1224098	3	EF 6320	600	400	320	1	x		x							x
1224099	4.7	EF 8320	800	600	320	1	x		x	x	x		x			x
1224058	8	FK 8450	798	598	450	3	x		x	x	x		x			x
1907768	4.5	FK 6320	600	400	320	4	x		x							x
3300092	3.4	FK 6430	600	400	300	6	x		x							x
1300700	2.3	RAKO 6422	600	400	220	1	x								x	x
1300705	3	RAKO 6432	600	400	325	1	x		x							x
1300713	5.6	RAKO 8632	800	600	320	1	x		x	x	x		x			x
1300726	4.4	RAKO 8622	800	600	220	1	x		x	x	x		x			x
1309048	3.2	RAKO 8612	800	600	120	1	x									x
1356369	2.1	RAKO 6417	600	400	170	1	x								x	x
1378483	7.23	RAKO 8642	800	600	426	1	x		x	x	x		x			x
1395226	0.5	RAKO 6412	600	400	120	1	x								x	x
1395240	2.5	RAKO 6428	600	400	280	1	x		x							x
1954714	1.8	RAKO 6414	600	400	145	1	x								x	x
1974158	1.2	RAKO 6407	600	400	75	1	x								x	x
2014104	0.9	RAKO 4312	400	300	120	1	x								x	x
2046402	1	RAKO 4317	400	300	170	1	x								x	x
2051521	3.4	RAKO 6442	600	400	420	1	x		x							x
2053943	2	RAKO 6120-EL	600	400	120	1						x			x	
2055550	1.5	RAKO 4327	400	300	270	1	x									x
2167171	3.4	RAKO 6442	600	400	422	1	x		x							x
2648450	3.2	RAKO 8630	800	600	300	1	x		x	x	x		x			x
1388846	0.8	EURO-Container-4317	400	300	175	1	x								x	x
1388850	1.9	EURO-Container-6424	600	400	235	1	x									x
1389960	1.3	EURO-Container-6412	600	400	120	1	x								x	x
1389963	1.6	EURO-Container-6417	600	400	175	1	x								x	x
1390471	1	EURO-Container-4315	400	300	145	1	x								x	x
1390474	1.5	EURO-Container-6415	600	400	145	1	x								x	x
1392179	4.5	EURO-Container-8630	800	600	300	1	x		x	x	x		x			x
1392221	1.6	EURO-Container-4332	400	300	320	1	x									x
1392773	4.1	EURO-Container-8620	800	600	200	1	x				x		x			x
1803858	1.1	EURO-Container-4323	400	300	235	1	x									x
1803861	0.5	EURO-Container-3212	300	200	120	1	x								x	x
2004598	1.1	EURO-Container-6410	600	400	100	1	x								x	x
2059161	1.1	EURO-Container-6407	600	400	75	1	x								x	x
2253102	2.88	EURO-Container-6432	600	400	319	1	x		x							x

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Epic	Eng Net Weight	Searchable Description	Length-Outer-mm	Width-Outer-mm	Height-Outer-mm	Return Ratio	small parts	Foam	HR	AR	Side bolster	Airbag	Trim	Metal Frames	mall metal parts	Plastic
2354050	8.1	EURO-Container-8415	800	600	415	1	x		x	x	x		x			x
3014130	2.1	ELB-6220	600	400	220	1	x								x	x
1224063	10	LID 1210	1200	1000	60	1										
1224079	5.98	LID 1208	1200	800	60	1										
1224056	49.6	E 1512 LX	1500	1200	1450	7		x								
1224066	42.1	E 1512 L	1500	1200	990	6		x								
1224067	38.1	E 1512 LS	1500	1200	750	4.25		x								
1224068	25	E 1210 LS	1200	1000	750	4.5		x	x	x	x		x			x
1224071	31	E 1210 L	1200	1000	990	5.6		x	x	x	x		x			x
1224072	42.4	E 1612 LS	1600	1200	750	4.5		x								
1224075	50	E 1612 L	1600	1200	990	6		x								
1224077	23	E 1208 LS	1200	800	750	4.5		x	x	x	x		x			x
1224078	25.5	E 1208 L	1200	800	995	4.33		x	x	x	x		x			x
1224114	55.8	E 1812 L	1800	1200	990	6		x								
1224115	51.6	E 1812 LS	1800	1200	750	4.1		x								
1224116	13.4	E 1006 LS	1000	600	750	4.5			x	x	x		x			x
1224117	11.5	E 1006 LSS	1000	600	500	4			x	x	x		x			x
1224119	54.4	E 1612LX	1600	1200	1450	7		x								
1356506	25.5	E 1208 L-Regenerat	1200	800	995	4.33		x	x	x	x		x			x
1357695	39	E 1612 LSS	1600	1200	550	4.1										
1377941	31	E 1210 L-Regenerat	1200	1000	990	5.6		x	x	x	x		x			x
1379765	49.6	E 1512 LX-Regenerat	1500	1200	1450	7		x								
1379766	42.1	E 1512 L-Regenerat	1500	1200	990	6		x								
1379767	39	E 1512 LS-Regenerat	1500	1200	750	4.25		x								
1379768	27	E 1210 LS-Regenerat	1200	1000	750	4.5		x	x	x	x		x			x
1379769	42.4	E 1612 LS-Regenerat	1600	1200	750	4.5		x								
1379770	46.4	E 1612 L-Regenerat	1600	1200	990	6		x								
1379773	23	E 1208 LS-Regenerat	1200	800	750	4.5		x	x	x	x		x			x
1501468	18.3	E 1208 Lss Regenerat	1200	800	375	2.63			x	x	x		x			x
2301618	19.8	E 1208 Lsm Regenerat	1200	800	600	3.6			x	x	x		x			x
2389926	23.6	E 1208 Lssl	1200	800	650	2.5			x	x	x		x			x
2399314	11	E 1006LLs	1000	600	600	4			x	x	x		x			x
2611031	19	E 1210 Lss-Regenerat	1200	1000	475	2.5			x	x	x		x			x
3082079	58	E 1512 L CC hanger	1500	1200	900	4		x					x			
3169181	21.3	E 1208 L AUC2000076	1200	800	990	4.33		x	x	x	x		x			x
3234998	9.5	E 0806 Lm	800	600	850	3			x	x	x		x			
3560263	54.4	E 1612 LX AUC	1600	1200	1450	7		x								
3885459	18.1	E 1208 Lsm AUC	1200	800	600	3.6			x	x	x		x			x

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Epic	Eng Net Weight	Searchable Description	Length-Outer-mm	Width-Outer-mm	Height-Outer-mm	Return Ratio	small parts	Foam	HR	AR	Side bolster	Airbag	Trim	Metal Frames	small metal parts	Plastic
1224065	64	MAGNUM	1200	1000	975	2.3			x	x	x		x	x		
1379887	54.5	Magnum-1208L	1200	800	950	2.3			x	x	x		x	x		
2620585	49	Magnum Optimum	1200	1000	975	3.33			x	x	x		x	x		
3131760	40	Magnum Optimum 750	1200	1000	750	2.5			x	x	x		x	x		
1334702	1	LID-Magnum	1190	913	10	1										
3327157	6.7	Lid-Magnum-1208	1200	800		1										
1224082	120	A-CONTAINER	1600	1200	750	3								x		
1571224	110	B-Container	1200	1000	1000	2.67								x		
1355565	140	GM-V203	1600	1200	1000	2.66								x		
1301814	85	DB-Gitterbox(DIN15155)-Wire	1240	835	970	1								x		
3263110	161	Foldable-Foam-Cont-Steel	1500	1200	1470	3								x		
3802320	1.5	Big Bag 1208 L	1100	700	775	39		x	x	x			x			
3802321	1.1	Big Bag 1210 LS	1100	900	550	39			x	x			x			
3802322	1.6	Big Bag 1210 L	1100	900	800	39		x	x	x			x			
1224107	25	EUROPALLET RETURNABLE	1200	800	145	1	x	x	x	x	x	x	x	x	x	x
1383724	18	Plastic-Pallet-1208	1200	800	145	1	x	x	x	x	x	x	x	x	x	x
1224106	29	WOOD RETURN PALLET 1210	1200	1000	150	1	x	x	x	x	x	x	x	x	x	x

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5.3.12.3 Supplier Communication Letter, Container Management System



Dear Supplier

Adient will be launching a new container management system called Binman that is designed to track and trace the movement of containers between suppliers and JCI JIT plants on a web based system. We will launch this in all of our JIT and Metal facilities over the next 12 months starting in Jan 2016 with a number of pilot plants.

Binman is a mandatory system that Adient expect all of our suppliers to participate in the usage of to help Adient and yourselves track all returnable containers between our 2 plants, and to make the launch of this system a success. Without your help and commitment to the use of this system we will not see the full benefits of what this system can offer both JCI and yourselves and could result in liability at the supplier for lost containers.

During the implementation of the system in the JIT plants, you will be contacted in advance to be informed of the introduction date, and you will also receive FREE Webex training with the designers of the system (Logsol) and a representataive from the JIT plant you supply. The training will be provided in order to enable you to use the system, and as it can be accessed via the web there will be no cost involved for yourself to use this system.

Binman has the capability to be linked to your systems ASN's to make all transactions on the system automatic, but also has the ability to process transactions manually if you do not have ASN capability. Adient will require that you confirm receiving of empty containers inside the Bin Man system upon receipt back in your plant and raise any discrepancies immediaetly. This is to ensure that container stock levels can be seen live at all time and also maintain accurate stocks between the parties.

Adient look forward to using this new system with yourselves, and we hope you can see the benefits of using a system designed to track container movement between our plants.

If you have any questions / issues surrounding this process roll out please contact :

James Male (Adient Program Manager for Container Management Project)

james.male-ext@adient.com

Regards

Adient

5.1.12.4 Europe RASIC

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	Component Supplier	Adient Purchasing	Adient Packaging Engineering Team	Adient Plant Team	Adient Quality Plant Team	Adient Manufacturing Engineer	Adient Launch Program Manager
Activates / Resources (Baseline Assumptions-Subject for review during SSOW / Quote phase							
Option 1: Supplier Packaging Engineer Responsibility and Adient Returnable Procurement Responsibility							
SSOW Quote Package: Packaging Expectations		I	C	I			R
Quote Packaging: Expendable / Returnable	R	S	C				
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A	
Packaging: Expendable & Returnable Design / Development / Prototype	R	I	C				
Expendable Packaging Procurement (Supplier piece price)	R	A	S				
Returnable Packaging Funding (CAR Funding)			C	R			S
Returnable Packaging Procurement (PO to packaging vendors)	I	A	C	R			
Initial Returnable Packaging Delivery / Confirmation	C	I	R	I			
Cleaning / Maintaining Responsibility: returnable container fleet	R	I	C	A			
Repair / Replacement Responsibility: returnable container fleet	C	I	S	R			
Option 2: Adient Engineering responsibility and manages packaging vendors-Returnable only							
SSOW Quote Package: Packaging Expectations		I	C	I			R
Quote Packaging: Expendable / Returnable	R	I	S				
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A	
Expendable Packaging: Design / Development / Prototype	R	I	C	C			
Returnable Packaging: Design / Development / Prototype	C	I	R	A			I
Expendable Packaging Procurement (Supplier piece price)	R	A	S				
Returnable Packaging Funding (CAR Funding)			C	R			S
Returnable Packaging Procurement (PO to packaging vendors)		A	C	R			
Initial Returnable Packaging Delivery / Confirmation	C	I	R	I			
Cleaning / Maintaining Responsibility: returnable container fleet	R	I	C	A			
Repair / Replacement Responsibility: returnable container fleet	C	I	S	R			

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5.0 Records/Logs

Not applicable.

6.0 References

Adient Supplier Portal: <https://www.adient.com/suppliers>

Packaging Labeling Technical Standard