

## Human Rights Policy Statement

At Adient, we believe human rights are fundamental to society and imperative to the success of our business. We are committed to protecting the safety, well-being and human rights of all our people — including women, minorities and other protected groups. We value diversity and do not tolerate discrimination or harassment. We also believe access to clean water is a fundamental human right, and we are actively working to decrease our greenhouse gas (GHG) emissions and protect our natural resources, including our forests and water supply. We reinforce these commitments in our policies and in our supplier expectations.

Adient is a UN Global Compact participant. We support the [Ten Principles of the UN Global Compact](#) on human rights, labor, environment and anti-corruption, and we are committed to making the UN Global Compact and these principles part of the strategy, culture and day-to-day operations of our company.

Our publicly available policies and procedures for respecting human rights include:

- > Our [Ethics Policy](#) and [Integrity Helpline](#)
- > Our [Global Supplier Standards Manual](#)
- > Our [Privacy Policy](#) and [Terms of Use](#)
- > Our [U.K. Modern Slavery Disclosure Statement](#)
- > Our [Conflict Mineral Policy Statement](#)

Whenever possible and applicable, we work with our stakeholders (e.g., employees, customers, investors, suppliers, etc.) to develop, implement and evaluate our policies.

### Our workplace policies

We are committed to driving a [safe, respectful, diverse and inclusive work culture](#) where all our employees are valued, respected and empowered to always act with integrity. Our [Ethics Policy](#) is the foundational document that sets the standard for how we operate and how we reach our goals; it contains, among many things, our commitment to non-discrimination and freedom from harassment. Adient employees are trained on our Ethics Policy and educated on how to report potential ethical violations or claims of harassment or discrimination without fear of retaliation. All complaints of alleged human rights violations, ethical concerns or claims of harassment or discrimination are investigated and appropriate disciplinary action is taken.



Each year, 99+ percent of our salaried employees in all our regions voluntarily certify their compliance with our Ethics policy. Additionally, policies such as our Competitive Behavior Standard and Anti-Bribery and Anti-Corruption Standard help guide our business partners; Legal Compliance also performs periodic risk assessments in several areas, including anti-bribery and anti-corruption.

To make it easy to raise ethics and compliance concerns, our Legal Compliance Department maintains our 24-hour [Integrity Helpline](#), which is available in 27 languages, is operated by an independent third-party vendor, and allows reporters to submit concerns or ask questions anonymously. We strongly encourage and promote this speak-up culture and enforce a strict no-retaliation policy for issues raised in good faith. To ensure transparency, Adient reports its Integrity Helpline statistics twice a year to the Board's Audit Committee.

## **Our expectations for suppliers**

We require all our external suppliers to comply with the expectations in our Global Supplier Standards Manual, which is [publicly available on our website](#). We expect our suppliers to demonstrate their commitment to human rights and creating a sustainable future for their employees, customers, communities and the environment. More information about our supplier expectations is available in our most recent [Sustainability Report](#) and on the [Supplier Portal](#).

## **Protecting children and young workers**

The safety and well-being of children within our sphere of influence is paramount. In our own operations, we comply with all applicable international, national and local laws regarding child labor. As outlined in our Global Supplier Standards Manual, we also expect our suppliers to adhere to the legal age requirements for workers in their countries.

## **Additional information**

For additional information about our human rights commitment, Ethics Policy, Sustainability Report or supplier requirements, visit [www.adiant.com](http://www.adiant.com) or email [sustainability@adiant.com](mailto:sustainability@adiant.com).