

Who We Are

Based in Plymouth, Michigan, Adient is a global leader in automotive seating, manufacturing and delivering products for all vehicle classes and all major automakers. Our publicly traded company employs 70,000+ people globally across more than 200 manufacturing and assembly plants located in 30 countries — including the United Kingdom.

What We Believe

Integrity is foundational at Adient. Our guiding principles drive Adient forward and help us focus on what is most important to our success. We respect and empower our people, always acting with integrity and we support the communities in which we work. As a responsible corporate citizen with global operations, we are committed to responsible sourcing. Adient maintains a zero-tolerance position against forced labor, including slavery and human trafficking. We will continue our responsible sourcing journey and proactively look for ways to make a positive difference in our operations and supply chain. In the event that Adient discovers non-compliance with these requirements, Adient will take steps to terminate the business relationship.

How We Achieve

The following are our current activities to address forced labor:

Accountability

- > Adient's supplier terms and conditions require compliance with all laws.
- > Our Supplier Standards Manual contains specific prohibitions against child, forced, indentured and involuntary labor, which includes slavery and human trafficking.
- > Our [Integrity Helpline](#) is available via phone, the web, and mobile device — 24 hours every day in 27 different languages. Employees and third parties are actively encouraged to report concerns anonymously and without the fear of retaliation. Every good faith report submitted to the Integrity Helpline is triaged and routed to the appropriate team for handling, investigation and response.
- > Adient's [2022 Sustainability Report](#) details and affirms Adient's commitment to prohibiting the use of all forms of forced labor.
- > As a participant in the United Nations (UN) Global Compact, we're committed to operating our business in accordance with the Compact's 10 principles in the areas of human rights, labor, environment and anticorruption. In 2022, we filed our first Communication on Progress detailing how we're working to incorporate these principles in our day-to-day business. Keeping these principles at heart, we are engaging in activities that help advance the UN's broader Sustainable Development Goals.
- > Adient published its [Human Rights Policy Statement](#) in September 2022. Adient requires compliance with international human rights and fair labor conditions as part of its contracting process. Adient is also developing a global supplier questionnaire that we plan to initiate in calendar year 2023.
- > We conduct additional due diligence related to recently enacted anti-forced labor laws such as the U.S. Uyghur Forced Labor Prevention Act and the Germany Supply Chain Due Diligence Act.

Training

- > We continue to develop a risk-based, responsible sourcing program that helps proactively assess this risk in our supply chain. We train global purchasing and supply chain employees and senior management on how to identify potential red flags in the supply chain with respect to forced labor and on other compliance and sustainability topics.

A handwritten signature in black ink, appearing to be "DG" with a flourish.

Douglas G. Del Grosso
President and CEO
Adient plc