

***This communication is being provided by Lear Corporation and its affiliates to all production suppliers of goods and services.***

Date: May 7, 2021

**Subject: Lear's Global Requirements Manual and Code of Conduct for Suppliers**

Dear Valued Supplier Partner:

We recently enhanced our [Global Requirements Manual and Code of Conduct for Suppliers](#) (formerly the Global Requirements Manual for Suppliers), to include certain sustainability and governance elements that are important to Lear, its customers and investors as well as to update the policy in general where it was necessary. The Global Requirements Manual and Code of Conduct for Suppliers (the "Supplier Code of Conduct") integrates Lear's expectations and requirements with respect to purchasing, quality, and operations, including our commitments to human rights, the environment, health and safety, business ethics and the development of a diverse and sustainable supply chain. This Supplier Code of Conduct is aligned with the ILO Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the United Nations Sustainable Development Goals, and the Ten Principles of the UN Global Compact of which Lear is a signatory partner.

The requirements set forth in the **Global Requirements Manual and Code of Conduct for Suppliers** must be met by all suppliers that wish to conduct business with Lear Corporation. In the event that you require further clarification, please contact us through your normal channels of communication and we will be happy to assist you.

Attached is an overview of the revised Global Requirements Manual and Code of Conduct for Suppliers to assist you in understanding the new requirements.

Thank you for your ongoing efforts.



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Vice President, Quality  
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# Global Requirements and Code of Conduct for Suppliers

April 2021 Revision Highlights

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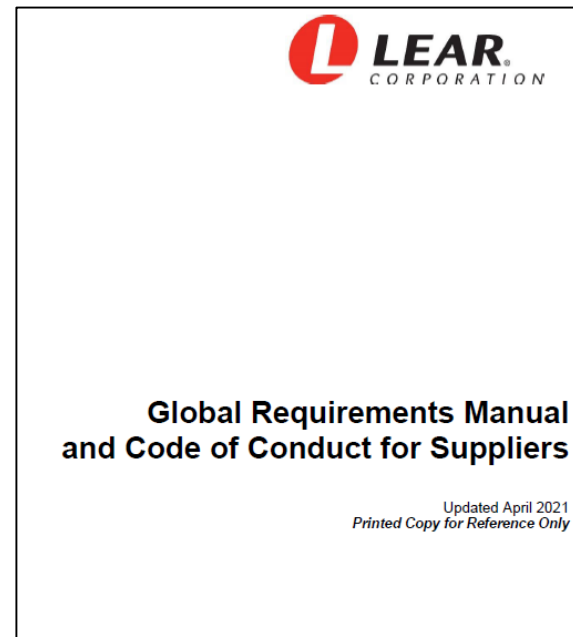
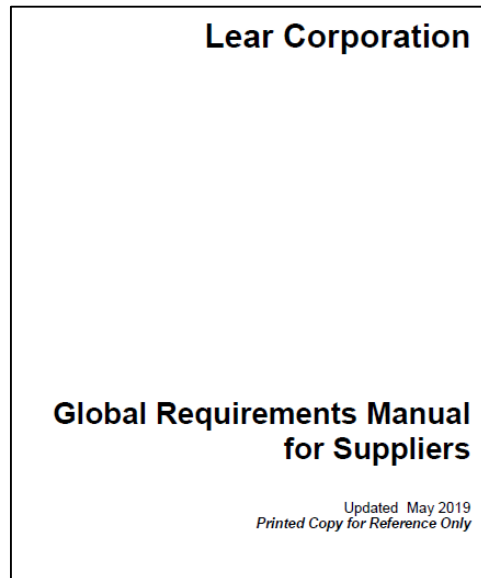
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# Global Requirements and Code of Conduct for Suppliers

## April 2021 Revision Highlights



- Updated document title to **Global Requirements Manual and Code of Conduct for Suppliers.**
- Added **Sustainability** section that outlines the **Environmental, Social, and Governance (ESG)** expectations in the supply chain.
- Enhanced **supplier policies**, and general alignment with **latest guidance and resources.**



# Supplier Policy

## Enhanced Policies

- **Human Rights Policy**

Defines how we approach, govern and support the dignity of people throughout our operations, our communities and our global supply chain.

- **Supplier Sustainability Policy**

Addresses our expectations and direction on critical ESG topics such as human rights, working conditions, bribery and corruption, environmental, safety, and freedom of association, among others.

- **Responsible Materials Sourcing Policy**

(Revision to the former Conflict Minerals Sourcing Policy)

Further commitment to responsible material sourcing and reporting, which go beyond the conflict minerals (tin, tungsten, tantalum and gold) and include other critical minerals that are known to contribute to human rights abuses in certain parts of the world.

- **No Deforestation Policy**

Reinforces our commitment to responsible sourcing and conservation of natural resources.



# Further Guidance and Resources

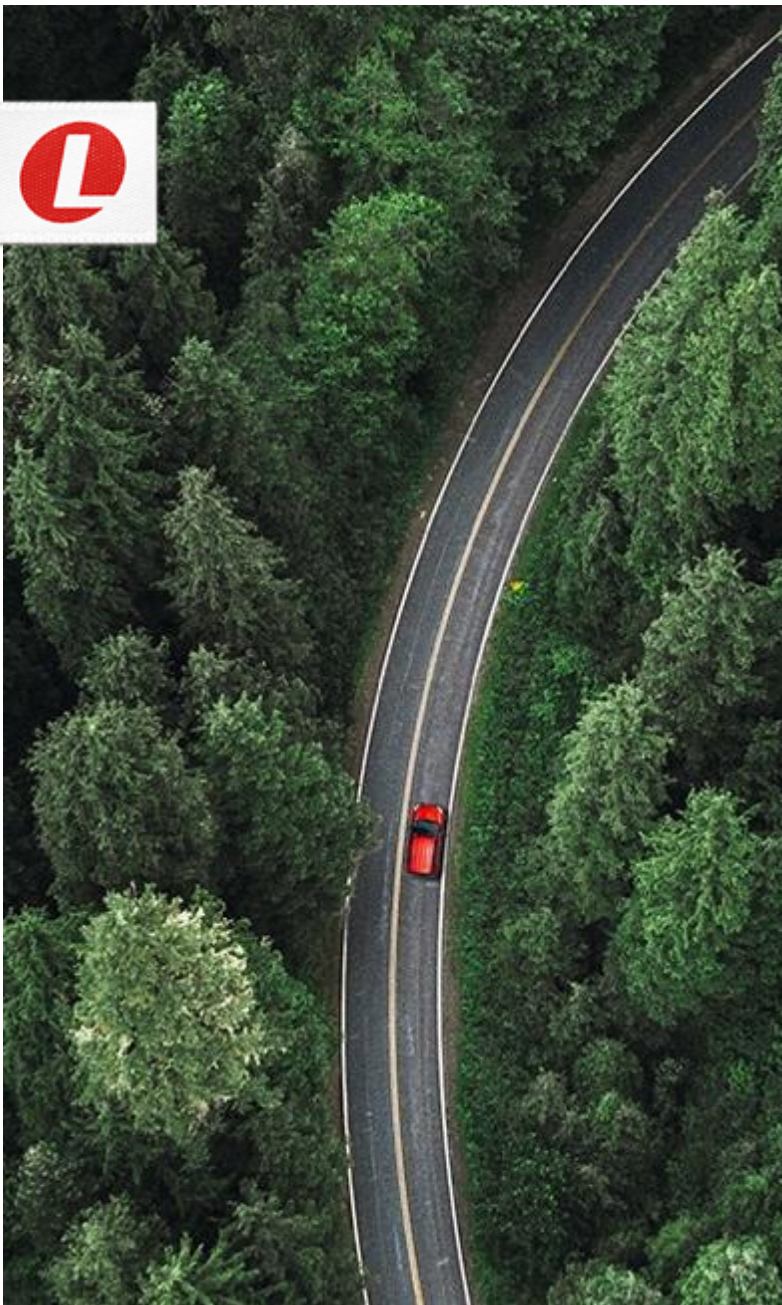
## General Updates

- Added Supplier Information and Resources at Lear.com
- References to ILO and UN Guiding Principles
- Updated regulatory requirements throughout
- Standardized supplier chargebacks
- Added decertification process according to IATF guidelines
- Updated Warranty, to include problem resolution expectations
- Added ISO 21434—Product Cybersecurity
- Added Continuous Quality Improvement (CQI) assessments according to AIAG
- Updated Customs policy to reflect Forced Labor due diligence

**Check our website to learn more:**

**<https://www.lear.com/suppliers>**





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Be Inventive

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