

Child Labor Prevention

Dear Valued Supplier,

As you may be aware, there have been recent reports in the U.S. media regarding the alleged use of child labor by certain U.S. manufacturing companies. In light of these concerning reports, we are hereby reminding suppliers to Lear Corporation and its affiliates of our position on this topic, as well as of our suppliers' obligations on this topic.

Consistent with our commitment to respect human rights and utilize fair labor practices, we prohibit the use of child labor in our operations and in our supply chains. Furthermore, we require suppliers to comply with all applicable child labor laws (including the U.S. Fair Labor Standards Act, as applicable) and to adhere to all of our [policies and procedures](#), including our Human Rights Policy, Supplier Sustainability Policy and Global Requirements and Code of Conduct for Suppliers. In addition, our OEM customers also have policies with respect to child labor that they cascade down the supply chains for their vehicle programs; as such, suppliers are obligated to comply with both our requirements and those of any applicable OEM.

As our partners in business, we ask your organization to share in our commitments by reviewing and utilizing the following resources with your employees and your supplier network: [Child labor, forced labor, and human trafficking training resources](#). We also ask that you review your internal recruitment, hiring, compliance and other processes to ensure they are sufficient to address any potential concerns related to child labor.

In addition, all suppliers are expected to report immediately any suspicion or findings of human rights violations (including as to child labor) or business risks. Lear offers multiple channels for reporting concerns through the [Ethics & Compliance helpline](#), or directly at compliance@lear.com. All suppliers, business partners or any potentially affected party worldwide can submit confidential and anonymous reports in their local language. All reports are investigated.

For questions, please contact sustainability@lear.com.

Thank you for your continued efforts.



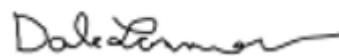
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