



**MORRIS**

**MANUFACTURING**

AN MRCA COMPANY

# SUPPLIER CODE OF CONDUCT

REVISION B

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## Introduction

Morris Manufacturing is a leading automotive parts manufacturer, committed to making our world more productive. Our goals extend far beyond simply what we do, because how we do things is equally important, recognizing that we have ethical and social responsibilities. At Morris Manufacturing we take these responsibilities seriously and expect the same from those that we do business with.

Expectation of Suppliers, Contractors and third parties (“Suppliers”) play a critical role in Morris Manufacturing’s ability to operate and provide products and services to its customers.

Suppliers’ actions and practices also reflect upon Morris Manufacturing. Therefore, the company chooses Suppliers carefully based on merit and a due diligence process. Morris Manufacturing expects Suppliers to comply with legal requirements and to act in a manner that is consistent with Morris Manufacturing’s values and the principles outlined in its Supplier Code of Conduct.

This Supplier Code of Conduct defines Morris Manufacturing’s minimum requirements for our Suppliers concerning their responsibilities towards Morris Manufacturing and its stakeholders and the environment. As part of the standard documentation for all new and renewing contracts, Suppliers must confirm conformance with this Supplier Code of Conduct.

Morris Manufacturing is committed to maintaining long-term relationships with our Suppliers where they contribute continued business value. Certain Suppliers are audited on a planned schedule and on a broad scope. If deviations are discovered, Morris Manufacturing is committed to work with Suppliers on remedies through capacity building, education, and training. Continued, severe and/or willful non-conformance are grounds for contract termination.

## Expectations

Suppliers are expected to:

- Comply with all applicable laws and regulations.
- Prohibit bribery or corruption in any form, including bribes, facilitation payments, kickbacks, grease payments and other improper influence of decision makers, whether directed to government officials or otherwise.
- Not violate competition and antitrust laws or any other unlawful restrictions of fair competition; price fixing, market or customer allocation, market sharing, or bid rigging with competitors.
- Comply with applicable trade compliance regulations (e.g. laws, regulations, orders regarding the export and import of goods and technology)
- Ensure personal data is processed in compliance with applicable laws and subject to an adequate system to ensure appropriate protection against unauthorized or unlawful processing, loss, alteration, misuse, disclosure, or other transmission.
- Ensure that no prohibited materials are present or used in its products or supply chain, including minerals sourced from conflict areas. anti-corruption and bribery, at least every three years.

# INTEGRITY AND LEGAL COMPLIANCE

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## Human Rights and Labor Standards

Morris Manufacturing abides by the principles of the International Bill of Human Rights enacted by the United Nations and the Uyghur Forced Labor Prevention Act (UFLPA). Morris Manufacturing does not condone nor engage in discrimination, harassment, violations of privacy, slavery or servitude, restrictions on free assembly or unfair employment practices and expect similar standards to be observed by all with whom we conduct business.

Suppliers are expected to:

- Prohibit Child Labor and comply with minimum working age requirements prescribed by national laws and international conventions.
- Prohibit any form of Forced Labor, including forced prison labor, indentured labor, bonded labor, slave labor or any form of human trafficking.
- Promote non-discrimination and respect for employees: All employees must be treated with dignity and respect. Principles of equal opportunity and treatment of employees to be applied, irrespective of skin color, race, nationality, ethnicity, political affiliation, social background, disabilities, gender, sexual identity and orientation, marital status, religious conviction, or age.
- Comply with the applicable law and sector-specific labor regulations concerning working time, including overtime laws.
- Provide wages and benefits at least as prescribed by the respective national laws, including minimum wage legislation, and in line with existing practice in the industry and local labor markets.
- Recognize, as far as legally permitted, the right of free association and collective bargaining of employees

## Health, Safety and Environment

Morris Manufacturing's Health, Safety & Environment ("HSE") policy reinforces its ambition of zero incidents causing harm to people, communities, or the environment. Safety is a core value for Morris Manufacturing and is always a first expectation. Morris Manufacturing continuously works to improve its safety culture and performance worldwide. Morris Manufacturing's Health, Safety and Environmental Policy and Safety Principles is posted on the company website.

Suppliers are expected to:

- Comply with applicable health, safety and environmental laws, regulations, and Morris Manufacturing policies.
- Stop a job or refuse to perform it if it cannot be performed safely.
- Embrace our Safety principles and reflect them in every aspect of work they perform
- Commit to continuous improvement of occupational health and safety and environmental protection.
- Use or establish an appropriate occupational health and safety and environmental management system, which will include regular employee training on such standards.
- Support Morris Manufacturing's programs and targets related to climate change, environmental stewardship, and sustainability.

## Supply Chain

**Other:** All Suppliers' financial books and records will conform to generally accepted accounting principles, business records will be complete, legible, transparent, and reflect actual transactions and payments.

Supplier will not, without Morris Manufacturing's express prior written agreement, share with any third party any of Morris Manufacturing's intellectual property or confidential information, including products, costs, prices, strategies, processes, or other know-how.

## Grievance Mechanism

Suppliers will undertake reasonable efforts to encourage your own suppliers and subcontractors to comply with the principles of Morris Manufacturing's Supplier Code of Conduct.

Internal and external parties can report suspected violations of Morris Manufacturing policies, anonymously if desired, at [hr@morrisrmfg.com](mailto:hr@morrisrmfg.com)