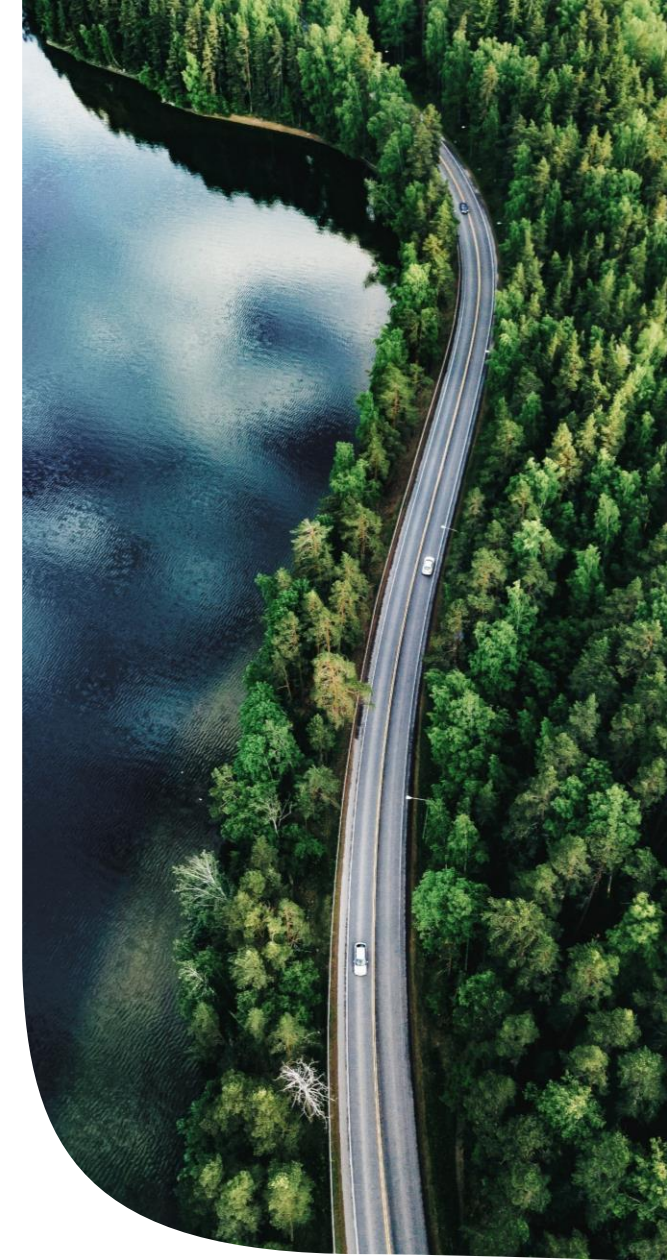


SUPPLY-CHAIN SUSTAINABILITY HANDBOOK

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Introduction: Why sustainability matters

FORVIA – Our Sustainability Approach

Inspired to Care



Planet

Care for the planet



Business

Perform in a responsible way



People

Contribute to society



Governance

Sustainability integrated into corporate governance



Sustainability: We speed up our actions

1st automotive
net-zero target
approved by the
Science Based Targets initiative

Scopes 1 & 2:
Carbon neutral
in 2025
1 year
ahead of schedule in 2023

Inauguration of
MATERIACT 
in 2023

CO₂ criteria in short term
compensation for
4,800
managers*
*Excluding HELLA perimeter

Energy savings
-26%
in 2023 versus 2019

Inauguration of Allenjoie,
1st industrial site in France
awarded with the
BREEAM Excellent
certification

Inauguration of FORVIA's
1st
Net Zero plant
Fengcheng, China
in 2023

FORVIA Foundation
6,000
people supported
since 2020

FORVIA renewable
(solar + wind)
Up to **700GWh**
capacity in 2024

'A' rating
by CDP for transparency
on climate change
in 2023

Scope 3
-45% by 2030
designed _____
for **SCOPE 3**

2030 **35%**
women managers
& professionals
30%
women in top 300

Sustainability in Supply-Chain

” Sustainability is an investment in our future and a cornerstone of our economic success. It is also the foundation for trustful relationships with our business partners across the value chain. Our suppliers play a key role in achieving our sustainability targets and contributing to a more sustainable world together.

In this document, FORVIA summarizes its sustainability expectations for the global supplier network. We require our partners to ensure compliance, act with integrity in alignment with international standards and strive to protect the environment and promote human rights.

Together, we can and already have a positive impact to protect our planet, create value for people and communities and drive innovation for future mobility solutions.

”



Nathalie SAINT-MARTIN
FORVIA Chief Purchasing Officer



Requirements: What does FORVIA expect from its partners?

Global expectations for a Sustainable Supply Chain

Sustainability is at the heart of our procurement process. This handbook is created in response to our partners' request for a summary of FORVIA's sustainability requirements towards its supply chain.

FORVIA's sustainable procurement roadmap has three objectives:

- **Monitor and control the environmental footprint** of FORVIA's supply chain.
- **Engage supplier network** on a robust and ambitious **sustainability journey** aligned with FORVIA's objectives.
- **Extend a sustainable approach to other environmental and societal issues**, especially on human rights and responsible purchase of materials.

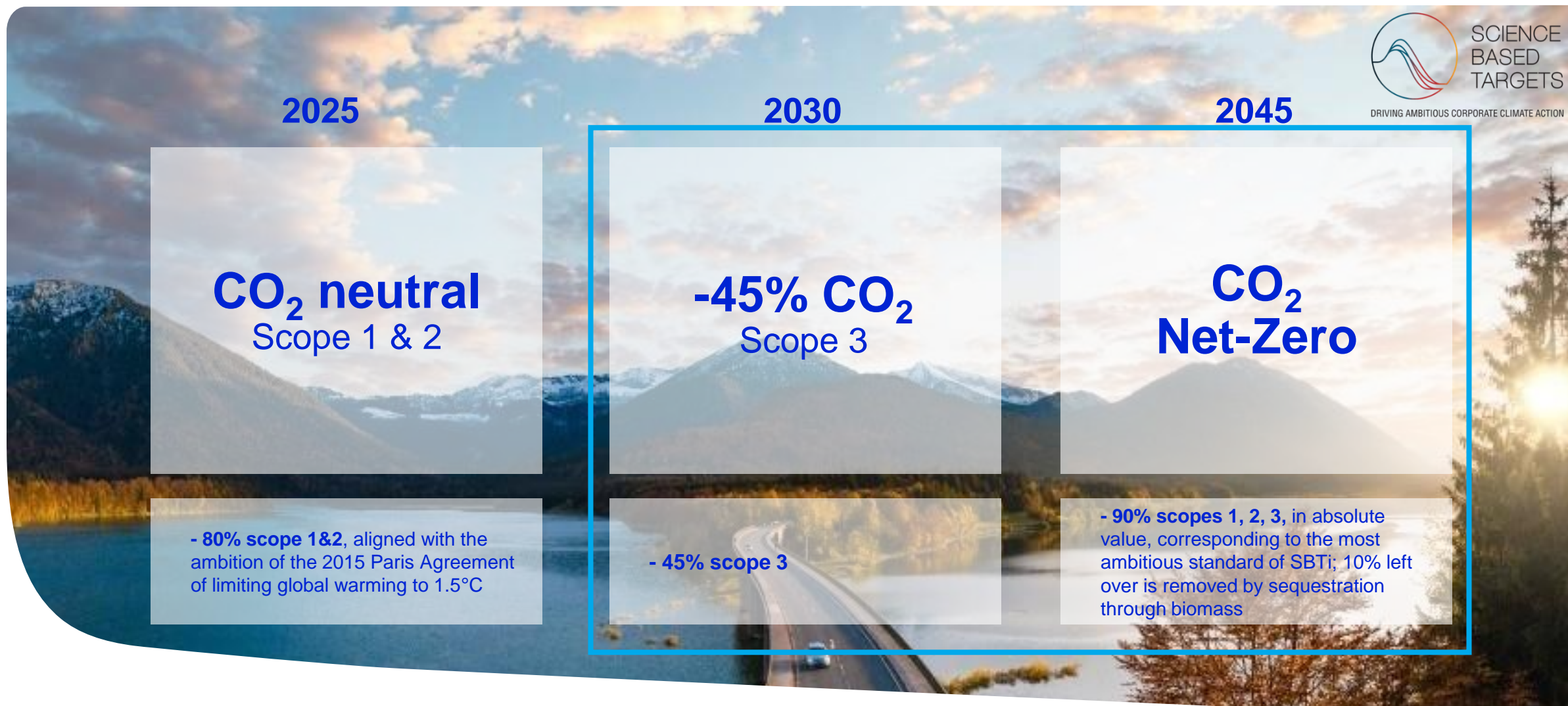
In this handbook we detail FORVIA's sustainability expectations towards our partners regarding:

- Environment
- Social
- Governance

FORVIA's sustainability requirements are also summarized in our [Code of Conduct](#).



FORVIA: 1st automotive company with SBTi-approved Net-Zero targets



Environment - What is expected from our partners ?

Expectations as Partner

- Onboard on **ecovadis**, as a mandatory criteria to be part of Forvia panel
- Improve your Environmental Pillar (Minimum score > 50 in 2024-2025 in 2025, >60 in 2026)
- Obtain ISO 14001 certification
- Disclose your sustainability metrics on **CDP** platform:
DISCLOSURE INSIGHT ACTION
- Provide your CO₂ improvement plan on Scope 1&2 (recommended guideline: -80% on scope 1&2 in 2027 vs 2019) and on Scope 3
- Communicate your Electricity certificates (EAC¹ / PPA¹) to your Supplier account manager

Expectations @ Program

For each RFQ:

- Communicate the CO₂ footprint of the parts
- Propose sustainable material content
- Share the % of renewable energy for the respective delivering plant with associated evidences (EAC¹ / PPA¹)

Respective certificates to be shared in the RFQ process

Expectations @ Serial life

CO₂ improvement plans:

- Communicate the list of your manufacturing sites with the % of renewable energy (Target being 100%) to reflect your progress on your contribution to Forvia CO₂ footprint
- Provide CO₂ impact for each productivity action
- Provide CO₂ improvement action plan on serial life parts compatible with Forvia trajectory (-45% by 2030 vs 2019)

Expectations @ Innovation

Sustainable Supplier Innovations

- Organize at least one Sustainability Tech Day per year
- Ensure that each innovation session includes process innovation to reduce environmental impact (Frugality, Renewable energy, ...)
- Share your sustainability best practices

1. EAC: Energy Attribute Certificate, PPA: Power Purchase Agreement

Social & Governance - What is expected from our partners?

Social

- Onboard on **ecovadis**, as a mandatory criteria to be part of FORVIA panel
- Improve your Social Pillar (Minimum score > 50 in 2024, >50 in 2025, >60 in 2026)
- In case of suspicion of Human Right issue within its supply-chain, alert immediately FORVIA and mitigate the situation, taking the appropriate actions & decisions

Conflict minerals

- Ensure that raw materials (gold, tin, tantal, tungsten, mica and cobalt) used in products delivered to FORVIA do not originate from sanctioned smelters
- Use only smelters certified by recognized certification schemes
- Send interim CMRT¹ report upon request by September 1st of Year N
- Send final CMRT¹ report by January 15th of Year N+1

Compliance

- Anticipate and ensure compliance to latest regulatory requirements, especially:
- International Bill of Human Rights
 - Fundamental ILO Conventions
 - UN Guiding Principles on Business and Human Rights
 - OECD Guidelines for Multinational Enterprises
 - Supply-Chain Due Diligence Act - German LKSG (January 2023)
 - European CSDDD “Corporate Sustainability Due Diligence Directive”
 - U.S Specially Designated Nationals and Blocked Persons List (SDN)
 - Restrictions regarding doing business in Russia

Whistleblowing line

- Leverage FORVIA whistle-blowing lines to report any violation of FORVIA codes or violation of the law, such as:
- Human Rights violations
 - Corruption
 - Anti-competitive practices
 - Accounting irregularities
 - Breach of confidentiality
 - Conflict of Interest
 - Harassment or discrimination in the workplace
 - Other serious crimes constituting a threat or serious harm to public interest

1. CMRT: Conflict Minerals Reporting Template



Resources

Contacts and Key documents

FORVIA is committed to helping suppliers to build their sustainability roadmap. You will find below some resources to support you on this journey. If in doubt, let's discuss!

FORVIA contacts:

- › Please contact your FORVIA Account Manager in case of questions
- › Carbon neutrality – FAURECIA_CARBON_NEUTRAL@faurecia.com
- › Corporate social responsibility – forvia_purchasing.management@faurecia.com
- › Responsible Materials – conflict.minerals@faurecia.com

FORVIA Key documents:

- › [FORVIA Corporate Sustainability report](#)
- › [FORVIA Code of Conduct](#)
- › [FORVIA Human Rights Policy](#)
- › [Business Ethics | Faurecia](#)

Protect the Climate: Define & disclose your Carbon neutrality approach



Fundamentals to Protect the Climate

Climate change poses a serious challenge to humanity. We believe that all of us together can act today to mitigate climate change and prepare to adapt. We developed a company-wide CO₂ neutrality plan and set a science-based net zero targets in alignment with the 1.5 C expectation of the Paris climate agreement. FORVIA's climate targets include:

- **CO₂ neutral in our operations by 2025 (Scope 1 and 2)**
e.g., we save energy in our production, install solar systems and transition to 100% renewable electricity by 2025.
- **Reduce our Scope 3 Emissions along the value chain by 45% by 2030** vs. 2019
- **CO₂ Net Zero along the value chain by 2045.** That means, we aim to reduce by 90% our Scope 1, 2 and 3 emissions in absolute value by 2045 vs. 2019. The 10% of residual emissions shall be offset by removals, e.g., sequestered in sustainable plastics.

Three principles guide our action:

Use less e.g., save energy, resources and materials,

Use better e.g., renewable energy, recycled and biobased materials, green steel) and

Use longer e.g., design for recycling and repair, focus on circular economy.

Further information:

- Greenhouse Gas Protocol: [Homepage | GHG Protocol](#)
- ECOVADIS platform: <https://www.ecovadis-survey.com>
- CDP, former Carbon Disclosure Project: [Home – CDP](#)
- SBTi: <https://sciencebasedtargets.org/>



FORVIA expectations

Carbon neutrality target

- Suppliers are required to build a decarbonization trajectory shared with FORVIA, if possible validated by SBTi
- This trajectory must comply with FORVIA key milestones (2025: Neutral Scope 1&2; 2030: -46% of emission vs 2019 on scope 3; 2045: NetZero)
- Suppliers are required to share the CO₂ footprint of supplied parts at sourcing and during serial life with sufficient granularity and backed by evidence when requested

CDP Carbon Disclosure Project

- Suppliers are strongly encouraged to disclose their emissions to CDP

ECOVADIS environment pillar

- Suppliers are required to achieve ambitious rating:
 - 2024 environment pillar >50 with an action plan if < 50
 - 2025 environment pillar >50 with an action plan if < 60
 - 2026 environment pillar >60

Respect Human Rights: Ensure decent working conditions in your operations and value chain



Fundamentals to Respect Human Rights

FORVIA is committed to respecting internationally recognized human rights. We believe that international business can only flourish when human rights are protected and respected.

Related, we aim to contribute to a social, fair and environmentally-friendly world.

Key cornerstones of our commitment encompass:

- No Child Labour
- No Forced Labour and Free Choice of Employment (incl. ethical recruitment practices)
- Freedom of Association and the Right to Collective Bargaining
- Non-Discrimination and Equal Opportunity
- Adequate Wages and Benefits
- Working Hours incl. Breaks and Leisure time
- Right to Education and Training
- Right to Health and Safety
- Due Diligence in Land Acquisition
- Security Personnel respecting Human Rights
- Preservation of natural resources which are the basis for future generations

Further information:

FORVIA [Human Rights policy](#)

FORVIA [Supplier Code of Conduct](#)



FORVIA expectations

FORVIA business partners shall respect human rights in their own operations and perform their due diligence in their value chains.

Suppliers are required to:

- Participate in the **EcoVadis** Sustainability Assessment to assess their **human rights** due diligence performance – and, if necessary, define action plans to improve.
 - 2024 Human Rights pillar >50
 - 2025 Human Rights pillar >50
 - 2026 Human Rights pillar >60
- Assess human rights risks at their own operations and in their value chains and initiate related actions.
- Obtain an **ISO 45001** certification for their own operations.
- Participate in social audits, if selected in our risk-based approach.

Use Responsible Materials: Source conflict and critical raw materials responsibly



Fundamentals to Use Responsible Materials

FORVIA products contain critical raw materials and conflict minerals which may be associated with human rights and environmental violations along the value chain. Through collaboration with our suppliers, we strive to trace the origins of critical raw materials and minerals, promoting transparency and accountability in our sourcing practices. This commitment is not only a legal obligation but also an integral part of our corporate responsibility to contribute to global efforts in mitigating the impact of resource extraction on communities and the environment.

FORVIA's raw material due diligence guidelines are detailed in the appendix slides.

Further information:

- OECD Guidelines for Multinational Enterprises includes guidance on responsible business conduct, including recommendations related to responsible sourcing of minerals
- Reporting templates of the Responsible Minerals Initiative (RMI) to support transparency on the country of origin and smelters for minerals: CMRT (Conflict Mineral Reporting Template), EMRT (Extended Mineral Reporting Template on Cobalt and Mica), PRT (Pilot Reporting Template, e.g., on Lithium and Nickel)



FORVIA expectations

FORVIA business partners shall comply with the OECD Guidelines for Multinational Enterprises includes guidance on responsible business conduct, including recommendations related to responsible sourcing of minerals

Participate in the **annual conflict minerals (CMRT) and extended minerals reporting on cobalt and mica (EMRT) and, upon request, critical raw materials (PRT)** using the RMI templates

- Ensure that no sanctioned smelters are reported in FORVIA's supply chain
- Use smelters certified by recognized certification schemes (e.g., RMI RMAP process)
- Deadlines:
 - Preliminary report upon request by September 1st
 - Final report by January 15th

Key Points on Raw Materials Due Diligence (1/2)

A crucial FORVIA sustainability criteria involves due diligence on raw materials. This encompasses various aspects such as environmental protection, respect and promotion of human rights, engagement against corruption and for fair competition.

› What are Conflict Minerals?

The term “Conflict minerals” is defined as tin, tungsten, tantalum, and gold (known as 3TG) as well as mica and cobalt. These raw materials often originate from politically unstable regions. The trade of these minerals can fund violent conflicts and contribute to corruption and human rights abuses such as forced and child labor or lack of health and safety protection. 3TGs are used in several automotive products as they are used for instance in electronic components.

› What are Critical Raw Materials?

Critical raw materials are of high economic importance with a high risk of supply disruption due to their concentration of sources and lack of good, affordable substitutes. In some cases, their trade also contributes to human rights violations.

aluminum / bauxite	copper	glass	graphite	lithium	magnesium	manganese	nickel
palladium	platinum (Group Metals)	plastics	rare earth elements (REE)	rubber (natural)	steel	zinc	...

Key Points on Raw Materials Due Diligence (2/2)

› FORVIA's expectation towards suppliers

FORVIA does not directly source conflict minerals from smelters or refiners. Nevertheless, we are committed to responsible sourcing of raw materials throughout our entire value chain, in adherence to regulatory standards, customer expectations, and our sustainability objectives. We require our suppliers to ensure that 3TG in delivered products originate from smelters and refiners compliant with the Responsible Minerals Assurance Process (RMAP) by Responsible Minerals Initiative (RMI) and to report accordingly in the annual reporting process.

FORVIA will not accept the use of goods purchased from uncertified smelters! In case of a missing collaboration from the supplier side, new business will be on hold. Suppliers are asked to:

- **Comply and conduct your due diligence process** in accordance with the OECD Due Diligence Guidance 5 step framework
- **Ensure** that the products delivered to FORVIA do not originate from sanctioned smelters. **Use only smelters certified by recognized certification schemes.**
- **Reporting on conflict minerals:** Interim report until 1st of September / final report until 15th of January
 - 3TGs (Tin, Tantalum, Tungsten and Gold) - The [Conflict Minerals Reporting Template \(CMRT\)](#) is a free, standardized reporting template developed by the Responsible Minerals Initiative (RMI) that facilitates the transfer of information through the supply chain regarding mineral country of origin and the smelters and refiners being utilized.
CMRT Completion Guideline – [Link](#)
 - Cobalt and Mica - The [Extended Minerals Reporting Template \(EMRT\)](#) is similar to the CMRT and covers cobalt and mica supply chains.
EMRT Completion Guideline – [Link](#)
 - FORVIA is working on expanding its due diligence efforts to cover additional raw materials, demonstrating an ongoing commitment to ethical and responsible sourcing practices. The [Pilot Reporting Template \(PRT\)](#) is a free, standardized reporting template developed by the Responsible Minerals Initiative to identify pinch points and collect due diligence information for minerals not covered by the CMRT or EMRT.
PRT Completion Guideline – [Link](#)

Act compliant: Align business practices with international standards



Compliance Fundamentals

At FORVIA, we strive to do business in a responsible way. This is not merely a concept for internal consideration; instead, it is a priority that extends throughout the entire value chain.

Against this background, we want to work with suppliers who act compliant and respect international standards which define due diligence expectations:

- UN Global Compact
- International Bill of Human Rights consisting of the Universal Declaration of Human Rights (1948), International Covenant on Civil and Political Rights (1966) and International Covenant on Economic, Social and Cultural Rights (1966)
- Fundamental ILO Conventions as stated by the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998)
- UN Guiding Principles on Business and Human Rights (2011)

Supply Chain Due Diligence legislation to consider:

List is not exhaustive and will evolve over time

- French Duty of Vigilance law, since 2021
 - US Uyghur Forced Labor Prevention Act (UFLPA), since 2022
 - German Supply-Chain Due Diligence Act, since 2023
 - EU Corporate Sustainability Due Diligence Directive (CSDDD) - upcoming
- Regulations related to conflict minerals, e.g.:
- US Dodd Franck Act Section 1502 & EU Conflict Minerals Regulation 2017/821



FORVIA expectations

FORVIA business partners shall

- comply with legal regulations where they operate,
- monitor legal developments and
- prepare for upcoming regulations if required.

In addition, business partners shall align their business practices with international environmental, social and governance standards of the United Nations and the OECD.

Speak up with Whistleblowing line: Invitation to report violations of FORVIA's internal policies, processes and applicable laws



Fundamentals to report Misconduct

FORVIA complies with applicable laws worldwide and has also committed itself to its values and the Code of Ethics / Conduct.

If employees, business partners or other stakeholders suspect a serious compliance violation, they are encouraged to report it.

FORVIA takes every report seriously! The systems can be reached 24/7. Whistleblowers can report in their local language. The systems are operated by an independent & impartial third party.

FORVIA is committed to acting against any form of retaliation caused by the report submitted if the person has reported in good faith. FORVIA protects the confidentiality, whistleblower can report anonymously.

Compliance violations relate to - but are not limited to:

Fraud, theft, corruption / bribery, conflicts of Interests, competition law, health & safety, harassment, discrimination, retaliation, labour law, information / cyber security, data privacy, export control / sanctions, accounting & tax rules, product safety / technical compliance, human rights and environmental risks and / or violations of the code of conduct / ethics.

Further information:

- FORVIA SE: www.faurecia.ethicspoint.com
- FORVIA HELLAS: [Whistleblower \(whistleblowernetwork.net\)](http://Whistleblower (whistleblowernetwork.net))



FORVIA expectations

Report misconduct!

If you suspect a serious compliance violation, speak up!
Every supplier protects FORVIA's integrity and is therefore encouraged to speak up with no fear of retaliation.

Have your own whistleblowing system in place.

FORVIA

Inspiring mobility