



## **SUPPLIER SUSTAINABILITY POLICY**

Spring Dynamics believes that a strong relationship with our suppliers is key to ensuring mutual success. This supplier Sustainability Policy identifies specific expectations of our suppliers. We require our suppliers to meet these expectations in their business dealings with Spring Dynamics, Inc.

Spring Dynamics does business with integrity, ethical conduct in activities, and in compliance with all applicable laws and regulations. We expect our suppliers to do the same.

**Legal Compliance:** Our suppliers are expected to comply with all applicable requirements and prevent incidents or conditions that might result in a violation of law. This includes all legal requirements regarding purchased materials used in manufacture of products/services and safety related items such as constraints on restricted, toxic, and hazardous materials. This shall also apply to environmental, electrical, and electromagnetic considerations applicable to the origin of manufacture and sale.

**Bribery and Corruption:** Spring Dynamics prohibits suppliers from giving or promising to give anything of value to any third party for the purpose of obtaining or retaining business, or otherwise induce them to act improperly. Suppliers must conduct business with integrity and in full compliance with all applicable laws pertaining to bribery and corruption.

**Human Rights:** Suppliers are encouraged to support and promote human rights through their operations and to maintain safe and appropriate working conditions. Suppliers shall have a stated Human Rights policy and Environmental, Health and Safety policy. Suppliers shall further comply with health and safety management system international standards (e.g., ISO 45001 or equivalent).

**Animal Welfare:** Suppliers are required to comply with all legal requirements, as applicable, to the ethical treatment of animals. Suppliers shall have a stated policy related to the ethical and humane treatment of animals.

**Responsible Sourcing:** Suppliers are required to comply with all applicable laws and regulations regarding ethical material sourcing, including those with respect to raw materials and production processes.

**Environmental Sustainability:** Suppliers are required to comply with all applicable environmental laws, rules and regulations while using resources wisely. Suppliers are encouraged to comply with Environmental Management System ISO 14001 and shall have a documented Environmental Policy.

**Compliance and Reporting:** Suppliers and their business partners can make anonymous reports via the Lear website ([www.lear.com/suppliers/supplier-sustainability-policy](http://www.lear.com/suppliers/supplier-sustainability-policy)). Situations that can be reported include conflicts of interest, corporate opportunities, insider trading, competition and antitrust, bribery, kickbacks, violation of foreign corrupt practices act (FCPA).

**Supply Chain Communication:** Suppliers are required to communicate and enforce this sustainability policy to their subcontractors, throughout their supply chain.

Jessica Marco / President