

Supplier's Code of Conduct

Yazaki Europe

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The Yazaki European Group has already established a Code of Conduct that outlines various rules of behavior for day-to-day work, which must be complied with by all Yazaki employees. Yazaki European Group promotes ethical business practices by implementing appropriate policies to ensure these standards are fruitfully applied to strengthen the long-term ethical sustainability, responsiveness and innovation within the Supply Chain.

We expect our suppliers, their parent entities, subsidiaries or affiliated companies to behave in the spirit of the Yazaki's Supplier Code of Conduct. We assume that our suppliers will identify with these rules of behavior and take all measures necessary to ensure that they are complied with.

Yazaki expects that all suppliers make appropriate efforts to ensure that the following basic provisions of this Code of Conduct complied with by their sub-contractors and other third parties:

I. Safeguarding Human Rights

Yazaki expects that its suppliers support the protection of internationally proclaimed human rights, including minimum wage and working hours.

II. Prevention of Discrimination

Yazaki expects that all suppliers promote equal opportunities and equal treatment. Furthermore, we expect our suppliers to prohibit any form of discrimination; particularly no employee may be discriminated based on his or her gender, age, color, race, nationality, sexual orientation, disabilities or religious conviction.

III. Prohibition of Child Labor

Yazaki expects that its suppliers prohibit and refrain from any kind of child labor within their organization.

IV. Ensuring Freedom of Association and Collective Bargaining

At Yazaki, we expect our suppliers to respect the right of their employees, to freely associate, organize and bargain collectively in accordance with applicable national statute.

V. Prohibition of Corruption and Bribery

At Yazaki, we expect our suppliers to have zero-tolerance for corruption and to ensure compliance with all United Nations (UN) and Organization for Economic Co-operation and Development (OECD) conventions against corruption, and with all governing anti-corruption laws. In particular, our suppliers are expected to ensure that their employees, subcontractors and any third parties do not offer, promise or grant any advantages to any Yazaki employees or related parties with the goal of securing an order award or any other form of preferential treatment in their day-to-day business.

VI. Compliance with Environmental , Health and Safety Legislation

At Yazaki, we expect our suppliers to fully comply with applicable national statute governing environmental, health and safety at work. Furthermore, our suppliers are expected to train their employees for the purpose of preventing accidents and occupational diseases as best as possible.

Moreover, at Yazaki, we expect our suppliers to have an effective environmental policy and to comply with all applicable national laws, regulations and standards to protect the environment.

Detailed requirements are specified in the document 'Supplier Quality & Logistics manual'. The whole set of documents are available on the Yazaki Europe internet webpage accessible via the Yazaki Europe Supplier Portal.

VII. Environmental Product Compliance

Suppliers are expected to provide products that are fully compliant with all relevant environmental product compliance legislation. This legislation includes, but is not limited to:

- ELV, Directive 2000/53/EC
- REACH, Regulation (EC) No.1907/2006
- RoHS, Directive 2011/65/EU
- CLP, Regulation (EC) No.1272/2008
- Biocidal Products, Regulation (EC) No.528/2012
- Packaging Waste, Directive 1994/62/EC
- Ozone Depleting Substances, Regulation (EC) No.1005/2009

Suppliers must maintain the awareness of all updates and revision to environmental product legislation including the implementation, monitoring and documentation of respective measures.

Compliance relating to restricted or prohibited substances must be reported through IMDS. More details of requirements for each specific piece of legislation are specified in the 'Supplier Quality & Logistics Manual'.

VIII. Conflict Mineral (Dodd-Frank Wall Street Reform Act, Sec1502)

Yazaki has to ensure towards customers worldwide within our Supply Chain that all its products that contain electronic components which use a certain amount of Gold, Tin, Tantalum, Tungsten do not have the origin in the Democratic Republic of the Congo nor from Central African Republic, South Sudan, Zambia, Angola, Republic Congo, Tanzania, Burundi, Ruanda or Uganda or any other adjoining countries or countries which are under embargo by the US-sanction authorities, the European Authorities or any national authority.

Therefore, as we have to collect the proof of origin of for all the four metals listed even if they don't contain such critical mineral, Suppliers shall provide report for the deliveries made to Yazaki with regard of the four metals origin.

Further information is available at the Yazaki Europe Supplier Portal.

IX. Compliance with Export Administration Regulations (EAR)

Suppliers must inform Yazaki of any components ordered that falls under the scope EAR (control export of components used or potentially used for military as well as non-military purpose -dual use- if such export could affect adversely the national interests of the USA).

For products, this obligation applies as well once above the tolerance threshold by value is reached.

X. Taking measures against Slavery and Human Trafficking

Yazaki European Group is in the scope of the UK Modern Slavery Act 2015 and is therefore obliged to take measures to prevent modern slavery in our organisation and within our Supply Chain. Yazaki European Group is condemning and fighting against slavery, servitude, forced or compulsory labor and human trafficking that affects any person, including children and vulnerable individuals, by force, threats and deception and encourages our Suppliers to comply with these efforts and to prohibit any chases of slavery and human trafficking within their sphere of responsibility.

XI. Implications and consequences of breaches of this Supplier's Code of Conduct

Any violation of the principles and requirements set out in this Supplier's Code of Conduct will be regarded as a serious violation of the supplier regarding his contractual obligations towards Yazaki. In the event that supplier is suspected of violating any of the principles laid out in the

Yazaki Supplier's Code of Conduct (e.g. based on negative media reports), Yazaki reserves the right to stop any business with all suppliers who are in clear, verifiable violation of the Yazaki Supplier's Code of Conduct.

In the event that a supplier evidently fails to fulfill any of the principles and requirements set out in this Supplier's Code of Conduct, or refuses to implement measures for improving his sustainability performance, Yazaki reserves the right to immediately terminate any or all contracts with the supplier for cause.

In order to ensure that this document is seen as a compliance commitment from your side with the expectations of Yazaki, we would appreciate the form to be returned once signed by relevant authorized signatory.

Supplier

Date:.....

Signature

Name in block letters

Signature

Name in block letters