

Human Rights Policy

1. Summary

At Aptiv, we are committed to protecting human rights. We strive to respect and promote human rights in our relationships with our employees, throughout our value chain with our suppliers, and in the communities in which we operate.

2. Why Do We Need This Policy?

Aptiv recognizes its responsibility to comply with applicable laws, regulations and international human rights standards. This Policy lists our principles and provides guidance so that Aptiv employees, suppliers and other relevant stakeholders are informed about human rights risks and take appropriate steps to detect, prevent and minimize such risks throughout Aptiv's business operations. This Policy is informed by the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the Core Conventions of the International Labor Organization (ILO) and the OECD Guidelines for Multinational Enterprises.

3. Who Must Follow This Policy?

This Policy applies globally to all Aptiv employees and those working on our behalf. Each of us has a responsibility to engage in practices that are consistent with this Policy, including applicable laws and regulations.

Aptiv's suppliers and other business partners are also expected to respect and promote human rights in accordance with applicable law, this Policy and our Supplier Code of Conduct.

4. What are the Key Principles of This Policy?

A. Employee Rights and Fair Labor Practices

We endeavor to treat employees fairly and equally and believe in a workplace in which all individuals are treated with dignity and respect. We strive to provide all employees with wages, benefits and working conditions that are fair and in accordance with local law. We will enforce working hours to the best of our ability aligned with ILO standards and comply with applicable rules for minimum wage, compensated overtime, benefits and paid time off.

B. Workplace Health and Safety

We are committed to providing and maintaining a safe and healthy workplace at the sites where we operate. We believe that occupational incidents are preventable. We work to develop practices to promote compliance with all applicable laws and regulations around occupational health and safety.

C. Forced Labor and Child Labor

We do not tolerate the use of child labor, forced labor, slave labor or any form of human trafficking. We are committed to doing our part to help eliminate forced labor, including throughout our supply chain. We only permit employment of people above the minimum employment age set by local law in each of our locations or by ILO Convention 138, whichever is higher. We do not tolerate holding workers' passports or personal documents, charging any type of fee for employment or otherwise engaging in coercive recruitment practices.

D. Freedom of Association and Collective Bargaining

We recognize and respect our employees' right to freedom of association and their right to organize and bargain collectively in accordance with applicable laws and regulations. We do not tolerate threats, intimidation or attacks against human rights defenders and employees seeking to communicate with management regarding working conditions.

E. Protecting Local Communities

We are committed to the protection of human health and the environment, not only by complying with the law, but also by integrating sound environmental practices into Aptiv business decisions. We work to conserve natural resources, use chemicals in a responsible manner and eliminate methods or materials that pose environmental or health hazards. We also strive to recognize and respect the rights of vulnerable groups, such as indigenous peoples and migrant workers.

F. Implementation and Remediation

In order to uphold the principles set out above, Aptiv commits to:

- Conduct appropriate due diligence for existing operations, new projects and third-party relationships to identify and prevent human rights risks in our business and value chain.
- Require that Aptiv's suppliers comply with applicable human rights laws and adhere to the principles in this Policy and our Supplier Code of Conduct, including cascading similar expectations throughout their supply chains.
- Thoroughly investigate any reported human rights complaints and implement any remediation steps, as needed.

5. Policy Violations / Questions Regarding Policy / Speak Up

Failure to adhere to this Policy may result in disciplinary action, which may include termination of employment or termination of a business relationship with Aptiv.

If you suspect any potential violations of this Policy, or if you have any questions about this Policy, please contact any member of the Global Legal and Compliance Team or email ethicsandcompliance.feedback@aptiv.com. You can also contact the [Aptiv Drive Line – our Ethics Helpline](#) – to report your concern, where you have the option of reporting concerns

anonymously. You can contact the Drive Line electronically or via telephone. Aptiv will not tolerate any retaliation against anyone who has made a report in good faith.

6. Do We Have Any Related Policies?

Yes. For additional information, please review Aptiv's [Appropriate Workplace Conduct Policy](#); [Anti-Harassment Policy](#); [Environmental Health and Safety Policy](#); [Equal Employment Opportunity and Anti-Discrimination Policy](#); and [Speak Up and Anti-Retaliation Policy](#).

7. Frequently Asked Questions

Q1: During an onsite visit to one of our suppliers, I noticed several employees who appeared to be underage. When I asked my point of contact about it, I did not get a clear answer. What are my next steps?

A1: You did the right thing – you were alert to a potential abuse of human rights, and you raised the issue with the supplier. The next step would be to report the incident to the Global Legal and Compliance Team, so they can further look into the matter and, if necessary, take appropriate action.

Q2: I'm a supervisor. What can I do to help in this area?

A2: As a supervisor, you should regularly review and consistently uphold Aptiv's Human Rights Policy and the related policies listed above. You should also (1) be a role model for your staff; (2) be aware of the work environment, identifying and addressing potential problems as soon as they arise; (3) create an open-door policy where people feel comfortable confiding in you; (4) maintain confidentiality to the extent possible; and (5) take immediate action on all complaints by reporting them to the Global Legal and Compliance Team.