



Human Rights and Working Conditions Policy

IFAB is committed to responsible corporate practices in the area of human rights and working conditions and aligns with practices recommended by industry standards such as the Global Automotive Sustainability Practical Guidance and the RBA Code of Conduct. Political Rights and its two Optional Protocols (1966). IFAB also adheres to the principles set forth in the fundamental ILO Conventions, namely the Forced Labor Convention (1930), the Minimum Age Convention (1973), the Worst Forms of Child Labor Convention (1999) and ILO Declaration on Fundamental Principles and Rights at Work (1998). IFAB's human rights expectations apply to all of our personnel, business partners and other parties directly linked to our operations, products or services. The working conditions of our employees are, at minimum, in compliance with internationally recognized labor standards and the laws of the countries we operate in.

1. No Child Labor IFAB will not employ children below the minimum age for employment according to applicable regional law, in any case not under the age of 15. Furthermore, IFAB shall ensure that persons under the age of 18 do not perform any any hazardous work that could jeopardize their health or safety, including night shifts and overtime. "Child labor" means any work by a child or young person, unless it is considered acceptable under the ILO Minimum Age Convention 1973

2. No Forced Labor IFAB does not tolerate any form of forced labor, including debt bondage, indentured labor or involuntary prison, nor any involvement in human trafficking in its business activities. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

3. Prohibition of Human Trafficking Related Activities IFAB adheres to the provisions of the California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015, and where applicable, to the regulations established under FAR 52.222-50, all of which are addressed in IFAB's Policy titled "Compliance with Existing Law and Federal Acquisition Regulations (FAR) Regarding the Combatting of Human Trafficking".

4. Working Conditions Working hours, breaks, holidays and leave periods will be established in compliance with local laws and agreements. IFAB shall ensure that all employees are provided with written agreements of employment and are free to leave their work after giving reasonable notice. Furthermore, compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to

verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law. Imported and migrant workers are to be provided equal wages, benefits and working conditions. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees have been paid by workers, such fees shall be repaid to the worker.

5. Health and Safety IFAB consistently complies with applicable environmental, safety and health (ESH) regulations as well as customer, community and other requirements. IFAB furthermore commits to continual improvement of its operations, progressively reducing the potential ESH impact of its activities, by focusing on: the health, safety and productivity of employees and processes; efficient use of natural resources; and prevention of pollution.

6. Freedom of Association & Collective Bargaining All workers have the right to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly. IFAB will respect the right of workers to refrain from such activities, and respect their freedom of opinion and expression. Additionally, workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices, both without fear of discrimination, reprisal, intimidation or harassment. Finally, where employees participate in a strike for a lawful object, IFAB shall not interfere with, impede or diminish their right to strike, or to affect the limitations or qualifications on that right.

7. Non-Discrimination & Anti-Harassment IFAB ensures equal opportunity for all without discrimination or harassment on the basis of sex, race, age, color, disability, ethnic or national origin, sexual orientation, religion, social or marital status, or other status protected by applicable law. IFAB respects employee's and business partners' freedom of thought, conscience and religion. IFAB does not tolerate any acts of sexual harassment or other forms of discrimination or harsh treatment IFAB encourages all employees and business partners to report and remedy harassing workplace conduct with the goal of eliminating such conduct quickly and effectively, even in cases in which the reported conduct may not be severe and pervasive so as to constitute a violation of federal law.