

CODE OF BASIC WORKING CONDITIONS

Our most important resource is the diverse group of men and women who represent Superior Industries. We are committed to ensuring that the people who manufacture our products or supply any service to Superior are provided with good working conditions and are treated with dignity and respect. We believe that all employees are entitled to working conditions that conform to the laws of the country in which the company is located. It is essential that we are consistent throughout the supply chain and that we demand the same from our external partners.

CHILD LABOR

We will not use child labor. We will not employ any person below the age of legal employability under locally applicable laws.

COMPENSATION

Compensation and benefits will be competitive and will comply with local law, including those relating to minimum wages, overtime hours, and legally mandated benefits.

ENVIRONMENTAL, HEALTH, AND SAFETY

Workers will have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

FORCED LABOR

We will not use forced or compulsory labor, regardless of its form. We will not tolerate physically abusive disciplinary actions.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Workers are free to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment. Workers have the right to freely assemble, seek representation, and join workers' councils in accordance with local laws.

HARASSMENT AND DISCRIMINATION

We will not tolerate harassment or discrimination based on sex, race, color, creed, religion, age, ethnic or national origin, marital/parental status, pregnancy, disability, sexual orientation, or veteran status.

WORK HOURS

Work hours will comply with applicable local laws regulating hours of work.

RESPONSIBILITY AND IMPLEMENTATION

We will communicate this Code of Basic Working Conditions to all employees. This communication will occur through multiple avenues, including employee training, availability of printed material, and on our internal and external web sites. This public declaration of our Code of Basic Working Conditions will take place in all locations.

OUR MISSION is to create and sustain an enterprise that delivers a high level of value and opportunity to our customers, employees, shareholders and our communities through leadership, performance and teamwork at all levels of the organization.

For more information regarding Superior Industries International Inc Code of Basic Working Conditions contact: Larry Goodall, Corporate Director Human Resources and Compliance at 479-443-7870 or through email at lgoodall@supind.com