



SUPERIOR INDUSTRIES

SUPPLIER CODE OF CONDUCT

The cooperation between Superior Industries and their suppliers is based on a culture characterised by mutual trust and respect, openness and equal opportunity.

The present Code of Conduct defines both the principles and the requirements which Superior places on their suppliers.

Referring to the ten principles under the UN Global Compact¹, which Superior expressly acknowledges, this Code of Conduct includes standards in the fields of human rights, working standards, environmental protection and the fight against corruption.

Superior expects their business partners to act in a responsible manner and to comply with the principles referred to above in order to guarantee a basis of joint, permanent and successful cooperation.

SCOPE OF APPLICATION

This Code of Conduct shall apply to any and all Superior suppliers all over the world. Not only shall the supplier recognise the standards under this Code of Conduct, but they will also transfer the relevant Code of Conduct contents to their sub-suppliers and take their best efforts to impose an obligation to compliance on them and to regularly check the fulfilment of these duties.

COMPLIANCE WITH THE LAWS

The supplier shall comply with any and all valid laws, regulations and legal statutory provisions applicable to the countries in which they do business.

HUMAN RIGHTS

The supplier shall take care of their employees' health, safety and personal rights and they undertake to comply with the principles of a respectful, fair and non-discriminatory working environment. The supplier shall employ and pay their employees on the basis of fair contracts in compliance with the law and they must in each case comply with international minimum working standards, in particular the standards in relation to wages and additional benefits.

WORKING STANDARDS

The supplier shall comply with any and all applicable statutory provisions regulating the employment of staff and they particularly recognise the right of freedom of assembly and that of collective negotiations. Furthermore, the supplier shall ensure that work hours will comply with applicable local laws regulating hours of work. Moreover, the supplier will effectively fight against illegal and undeclared employment; engagement in human trafficking and the use of child or forced labour shall be strictly prohibited.

ENVIRONMENTAL PROTECTION

The supplier shall be obliged to comply with applicable laws, regulations and standards concerning environmental protection and take all reasonable efforts to implement an environment management system to identify and remove possible hazards for the environment.

More precisely, the supplier is expected to when possible ensure optimal water and air quality with dedicated actions and measurements, including reducing greenhouse gases, to settle a proper waste management in place, with potentials for reuse, reduction and recycling, to increase resource (energy, water, materials) efficiency, and to set up a sound chemical management system ensuring a safe handling, storing, transporting and disposal of chemicals.

ANTI BRIBERY, ANTICORRUPTION & FAIR COMPETITION

The supplier shall, at all times, conduct their business in an honest and trustworthy manner and they shall actively oppose any criminal or unethical interference with decisions made by Superior or by any other companies or institutions. Illegal arrangements and bribery represent prohibited business practices which Superior does not tolerate in any way.

COMPLIANCE WITH THE SUPPLIER CODE OF CONDUCT

Superior agrees to cooperate with their suppliers in an effort to ensure that the relevant suppliers fulfil the requirements of the above standards. Superior reserves the right to apply one of the below methods to check the extent to which the Supplier Code of Conduct is complied with: self-assessment, review by third parties or submission of certificates.

¹ www.unglobalcompact.org