



Supplier Code of Conduct

At PHINIA, Inc., our values guide how we conduct business and our relationships with our customers, employees, suppliers, and communities.

The PHINIA Values

Product Leadership – Innovation that brings value to our customers

Humility – Seeking out diverse perspectives and working collaboratively

Inclusivity – Recognizing our differences make us stronger; we are bold and intentional

Net-Zero – Committed to energy efficiency, waste reduction, and beneficial reuse

Integrity – Taking responsibility for our decisions and doing what is right

Accountability – Taking ownership of our actions and for driving results.

This Supplier Code of Conduct (“Code”) reflects those values and sets out the standards we expect of every supplier. Compliance with this Code is a mandatory condition for doing business with PHINIA and must also extend to sub-suppliers. For purposes of this Code, “PHINIA” includes PHINIA, Inc. and its subsidiaries, joint ventures, and affiliates.

Respect for People

Suppliers must uphold human rights, fair working conditions, adherence to working hours according to domestic regulations, and a safe, inclusive workplace. Forced labor, child labor, discrimination, harassment, and unsafe conditions are strictly prohibited.

Health & Safety

Suppliers must provide safe and healthy workplaces and, where provided or required, safe housing. They must also ensure that workers receive appropriate training, protective equipment, and emergency preparedness measures to protect workers.

Environmental Responsibility

Suppliers must minimize environmental impacts, protect biodiversity, forestry, land use, ecosystems, conserve water and soil, manage chemicals responsibly, and work toward carbon reduction and circular economy practices. Suppliers are also expected to stay informed of and comply with evolving material and substance regulations that impact product safety and environmental performance.

Responsible Sourcing

Suppliers must ensure raw materials are sourced responsibly and legally, avoiding conflict financing, deforestation, or forced labor. Transparency and traceability are expected throughout the supply chain, and suppliers have a responsibility to know the origins of all parts and materials and to ensure their authenticity. Suppliers must actively monitor and adapt to evolving global requirements for responsible sourcing and respond to requests for information regarding the source of any parts or materials.

Business Ethics

Suppliers must conduct business with integrity, rejecting bribery, corruption, money laundering, and anti-competitive practices. Records must be accurate, and conflicts of interest must be disclosed. Gifts or hospitality must be modest, infrequent, and never intended to improperly influence decisions. Any gifts of cash, cash equivalents, or any items offered with the expectation of something in return, is never acceptable.

Data Protection & Security

Suppliers must protect personal data, confidential information, intellectual property, and maintain industry standard cybersecurity measures to prevent unauthorized access or breaches. Counterfeit parts and unauthorized use of technology is prohibited.

Trade Compliance

Suppliers must comply with all applicable customs, export controls and sanctions laws, as well as anti-boycott rules, ensuring goods, services, software, and technology are not diverted to prohibited uses or restricted parties.

Collaboration & Continuous Improvement

Suppliers are expected to collaborate with PHINIA to strengthen environmental and other sustainability initiatives, close compliance gaps, and support long-term, sustainable and responsible growth.

Adherence & Reporting

We expect cooperation in ensuring adherence to this Code.

If you become aware of any potential violation of this code, report it to PHINIA's [Compliance Hotline](#). Reports are confidential and can be made anonymously.

At PHINIA, Inc., we view our suppliers as valued partners and an essential extension of our company. We believe that through genuine collaboration, we can achieve stronger, more sustainable results together. If you have questions about these expectations or

opportunities to improve using industry best practices, please contact your PHINIA relationship manager. Together, we can drive meaningful, positive impact across our global community.

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