

SUPPLY CHAIN DUE DILIGENCE STATEMENT

PHINIA Inc. and its affiliates (“PHINIA”) maintain standards of business ethics when it comes to the environment, working conditions and human rights and expect the same standards from its suppliers. All suppliers, regardless of location, must adhere to this Supply Chain Due Diligence Statement (“Statement”) when performing services for, or related to, PHINIA. We expect our suppliers to operate according to the highest ethical and legal principles. Suppliers are responsible for ensuring that any employees, affiliates, distributors, subcontractors, agents, or other representatives of suppliers providing products or services to PHINIA, or to our customers on behalf of PHINIA, comply with this Statement.

The following applies to all supply chain laws, including but not limited to, the German Supply Chain Act.

- Suppliers must treat all workers with dignity and respect. Suppliers must not subject workers to, or threaten to subject workers to, harsh and inhumane treatment, including but not limited to corporal punishment, mental or physical coercion or verbal abuse, sexual harassment or sexual abuse. Disciplinary policies and procedures related to this requirement shall be clearly communicated to workers.
- Suppliers will not engage in, or support the use of, child labor, and suppliers shall comply with all applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location. Suppliers are prohibited from engaging in the worst forms of child labor for children under 18 years of age as set forth under Article 3 of the International Labour Organization. Additionally, young workers may not be required to perform work which may be hazardous to their health, safety or morals.
- Suppliers will not utilize or source products or services from entities associated with forced, bonded, indentured, involuntary or exploitative prison, trafficked or slave labor. Involuntary labor includes transporting, harboring, recruiting, transferring, receiving or employing persons by means of threat, force, coercion, abduction or fraud for labor or services. All work must be voluntary and workers shall be free to terminate their employment at any time.
- Suppliers who provide residential facilities for their employees must also provide safe and healthy facilities. Supplier-provided facilities must meet the host country housing and safety standards. There shall be no unreasonable restrictions on entering, exiting or movement within company-provided facilities. Suppliers will take reasonable efforts to ensure that their own suppliers comply with this requirement.
- Suppliers must comply with all applicable wage and hour laws, including those relating to minimum wage, overtime hours, and other elements of compensation, and must provide all legally mandated benefits. Suppliers will not require employees to work more than the maximum number of hours permitted under applicable.
- Suppliers must respect workers’ rights to freedom of association and collective bargaining in compliance with existing local laws and without discrimination, intimidation or harassment as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, intimidation or harassment.
- We expect suppliers to refrain from any unlawful harassment and discrimination. Suppliers will not discriminate against any person because of their race, color, gender, religion, ethnicity or national origin, age, disability or other medical condition, sexual orientation, gender identity, genetic information, pregnancy, marital status, veteran status, political affiliation, union membership or any other basis protected by applicable national or local law.

- Suppliers should strive to minimize their environmental impact and promote health and safety in conducting their business. Suppliers must comply with all applicable environmental, health and safety laws and regulations, provide workers with a safe and healthy work environment, and provide necessary medical treatment and implement corrective actions to eliminate causes of injury. Suppliers should reduce their impact on the environment through the conservation of natural resources, minimization of emissions and waste, responsible chemicals management and other practices.
- PHINIA and its suppliers are prohibited from manufacturing products containing mercury in accordance with the Minamata Convention, using mercury and mercury compounds in manufacturing processes, treating mercury waste in violation of applicable regulations, or producing or using chemicals under the Stockholm Convention.
- Suppliers should work against corruption in all its forms and are prohibited from engaging in corruption, extortion or embezzlement. Suppliers must comply with all applicable anti-corruption laws and regulations of the countries in which they operate such as the U.S. Foreign Corrupt Practices Act, and as applicable, the UK Anti-Bribery Act, the OECD Anti-Bribery Convention and any other applicable international anti-corruption conventions. Suppliers will not offer or accept bribes or employ other means to obtain an undue or improper advantage. Bribes, kickbacks, facilitating payments and similar payments to government officials or to PHINIA employees or agents acting on our behalf are prohibited. Our employees may not accept gifts of more than nominal value or lavish entertainment from suppliers. When business meals and entertainment are appropriate to further a legitimate business purpose, those expenses may not be extravagant in nature.
- Suppliers must respect and refrain from infringing upon the intellectual property rights of others, including patents, trademarks, copyrights and other proprietary rights.
- Suppliers are expected to deal fairly with PHINIA employees as well as their other business partners and should not take unfair advantage through manipulation, concealment, abuse, misrepresentation of material facts or any other unfair dealing. Suppliers will not engage in collusive bidding, price fixing, price discrimination or other unfair trade practices in violation of applicable antitrust and competition laws. Suppliers will uphold fair business standards in advertising, sales and competition.
- Suppliers must protect the Confidential Information entrusted to them by PHINIA, its affiliates, customers or suppliers. Confidential Information may only be used and disclosed in a manner authorized by PHINIA. Confidential Information includes any business information of PHINIA, its customers or suppliers that is not generally known to the public.

We require that our suppliers understand and adhere to our terms and conditions, which contain express language on the expectations identified. (The applicable Supplier Manual, terms and conditions, policies and guidance can be found via the PHINIA website at [\[LINK\]](#)). We have multiple reporting platforms, including a global compliance hotline (phone and web-based available at [\[LINK\]](#)) to facilitate internal and external parties to report directly or anonymously (consistent with applicable law) any activity that is contrary to PHINIA's policies and principles. The hotline calls are free and available in multiple languages consistent with our diverse employee population. Each report is taken seriously and is resolved using PHINIA's investigation procedures, which include a strict anti-retaliation policy.

PHINIA maintains risk management processes in place where we investigate, evaluate, and prioritize our due diligence obligations to identify potential risks in our own business areas as well as at our suppliers. PHINIA assess all new suppliers before we work with them and monitors supplier compliance with this Statement through supplier surveys and certifications as well as other means that PHINIA deems appropriate. If a supplier is found in violation of this Statement, PHINIA will require the supplier to take prompt, remedial measures to address the violation, including instituting clear and trustworthy action plans to ensure compliance with this Statement. While PHINIA is committed to working with its suppliers to improve workplace conditions, PHINIA maintains the right to terminate its relationship, without liability to PHINIA, with suppliers who violate this Statement, refuse to rectify deficiencies or fail to provide PHINIA with requested surveys and certifications.