

# SUPPLIER SUSTAINABILITY MANUAL

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**KONGSBERG**  
AUTOMOTIVE



# CONTENTS

<b>Supplier Sustainability Strategy .....</b>	<b>2</b>
<b>Sustainability Guidelines for Suppliers.....</b>	<b>3</b>
Business Partners.....	3
Compliance with Laws and Regulations .....	3
Improper Payments, Hospitality and Gifts, and Conflict of Interest .....	4
Information and Data Security .....	4
Human Rights and Labor Practices .....	4
Occupational Health and Safety Standards .....	6
Environmental Standards .....	7
Responsible Chemical Management.....	9
Conflict and Extended Minerals.....	9
Sustainable and Responsible Supply Chain Management .....	9
<b>Corrective Action Relating to Reported Violations .....</b>	<b>10</b>
<b>Link to Related Documents .....</b>	<b>11</b>

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# SUPPLIER SUSTAINABILITY MANUAL

## SUPPLIER SUSTAINABILITY STRATEGY

**THE KONGSBERG AUTOMOTIVE SUPPLIER SUSTAINABILITY MANUAL EXPLAINS HOW WE EXPECT OUR SUPPLIERS TO IMPLEMENT PRINCIPLES SET FORTH IN KONGSBERG AUTOMOTIVE'S SUPPLIER DECLARATION. EACH SUPPLIER IS EXPECTED TO SIGN THIS DECLARATION IN ORDER TO PERFORM BUSINESS WITH US.**

Kongsberg Automotive sets high standards for business ethics, working conditions and environmental protection in all of its locations worldwide. Since a large portion of the value creation is through the supply base, we naturally have the same expectations of our suppliers as we have for ourselves. We need our business partners to share our commitment to corporate responsibility not just in the development and manufacturing of products, but also in conducting business. Our Tier1 suppliers need to implement these requirements to their own suppliers and to their entire supply chain.

We expect from our Tier1 suppliers that the requirements be cascaded to the supply chain and that they receive assurance that their sub-suppliers comply with the requirements stated in the Sustainability Manual.

Sustainability, social responsibility, and compliance is inclusive of our Supplier Declaration. We incorporate corporate responsibility and sustainability topics in our supplier monitoring activities, supplier selection, supplier risk assessment and classification, purchasing decisions and conduct sustainability audits at suppliers. We award business and continue to provide it to those Suppliers who commit to act fairly and with integrity towards their stakeholders. We observe the applicable rules of law, support and respect internationally proclaimed human and labour rights, demonstrable commitment to protecting the environment and also take action related to climate change and circular economy.

We largely determine the success of our Supplier Sustainability Program through our Suppliers' ability to conduct business in a way that recognizes workers' rights as well as the rights of others, secures a healthy and safe working environment for their workers, and protects the environment. Accordingly, Kongsberg Automotive promotes self-assessment and capability-building initiatives, conducts on-site audits and material sourcing due diligence programs, and expects Suppliers to actively participate in said initiatives. We promote an approach of shared commitment and will work with our Suppliers in case they need to improve their performance. Together, we will strive for continued improvement.

We expect our Suppliers to have an appointed management function with responsibility over the rights of the environment, human, labour, health and safety, and responsible sourcing topics. In addition, Sustainability governance, management and performance structures, and the ability to have a positive impact on the environment and people via environmental or social innovations, programs and actions will have a positive impact on our sourcing decisions.

# SUSTAINABILITY GUIDELINES FOR SUPPLIERS

The following paragraphs outline the requirements for performing business with Kongsberg Automotive.

## **BUSINESS PARTNERS**

The supplier must display the highest standards of integrity and ethics in its business dealings with Kongsberg Automotive.

Accordingly, the supplier must have a Code of Conduct in place, which reflects the principles of our Supplier Declaration. Its highest management must endorse the supplier's Code of Conduct. Further, the supplier must make the Code of Conduct available to all stakeholders and have in place a related mechanism for reporting non-compliances.

The supplier must train all of its employees on the principles of its Code of Conduct. Kongsberg Automotive has the right to require the supplier to present evidence of such training and to what extent the entire workforce has received the training. Kongsberg Automotive may ask individual employees of suppliers whether they have participated in Code of Conduct training.

## **THE CODE OF CONDUCT OF A SUPPLIER**

The code of conduct of a supplier must include the following topics: Anti-Corruption and Anti-Money Laundering, Data Protection and Data Security, Financial responsibility (Accurate Records), Disclosure of Information, Fair competition and anti-trust, Conflicts of interest, Counterfeit parts, Intellectual property, Export controls and economic sanctions, and Whistleblowing and protection against retaliation.

## **COMPLIANCE WITH LAWS AND REGULATIONS**

The supplier shall ensure compliance with all applicable laws and regulations of the countries where business is performed without making any exceptions to the obligations outlined in the proceeding sentence. This means that the supplier must have adequate compliance programs and policies in place. Furthermore, internal verification procedures shall be in place to assure that the supplier will never:

- Take part in, induce to, or facilitate in cartels or other illegal anti-competitive cooperation;
- Report inaccurate financial data to Kongsberg Automotive or to the public (including without limitation to the authorities);
- Report inaccurate information to Kongsberg Automotive concerning production materials, finished goods, capital equipment, molds and tooling, samples and prototypes, repaired or returned products, and technical information related to the parts purchased by Kongsberg Automotive;
- Disclose trade secrets and confidential information of Kongsberg Automotive to unauthorized parties, or use such information for any other purpose than for which it was disclosed;
- Apply for registration for any intellectual property rights based on information received from Kongsberg Automotive;
- Incorporate any third-party intellectual property rights in the parts manufactured, sold and supplied to Kongsberg Automotive without first having obtained approval therefore;

The above list is not exhaustive. Accordingly, the supplier must adopt a process to identify, monitor and understand applicable laws and regulations.

## **IMPROPER PAYMENTS, HOSPITALITY AND GIFTS, AND CONFLICT OF INTEREST**

Kongsberg Automotive strictly prohibits its employees to make direct or indirect offers or promises of bribes, facilitation payments or other undue advantages in the purpose of obtaining advantages in business. In addition, the supplier shall not take part in, influence, or attempt to influence any decision, which can give rise to any actual or perceived conflict of interest with Kongsberg Automotive. The supplier shall implement internal policies and guidelines that are no less strict than the requirements of Kongsberg Automotive. The supplier shall in addition ensure that none of the following occurs in business dealings with Kongsberg Automotive:

- Supplier does not directly or indirectly offer, promise, or accept bribes, facilitation payments or undue advantages on behalf of Kongsberg Automotive.
- Supplier does not directly or indirectly offer, promise, or accept bribes, facilitation payments or undue advantages to Kongsberg Automotive employees.

## **INFORMATION AND DATA SECURITY**

The Supplier shall implement and maintain information security controls that meet or exceed industry standards, such as ISO/IEC 27001, TISAX, or the AIAG Cybersecurity Framework, to protect Kongsberg Automotive's confidential information and systems (collectively referred to as "Kongsberg Automotive's Data").

Upon reasonable notice, Kongsberg Automotive reserves the right to review the Supplier's security policies, procedures, and controls to verify compliance with this declaration regarding information security. This review may include on-site audits and assessments at a reasonable frequency. The Supplier shall promptly notify Kongsberg Automotive of any security incidents involving Kongsberg Automotive's Data, including the nature and potential impact of the incident. Such notification shall occur as soon as reasonably practicable, but no later than 24 hours after the incident is discovered. Notifications shall be sent to notify [itsecurity@ka-group.com](mailto:itsecurity@ka-group.com).

Kongsberg Automotive shall have the right, at its own expense, to conduct or engage a qualified independent third party to perform on-site audits of the Supplier's information security practices. The Supplier shall fully cooperate with such audits and provide any necessary documentation. The Supplier shall complete any audit questionnaires related to information security as requested by Kongsberg Automotive.

The Supplier shall promptly implement any necessary safeguards identified through audits or assessments to enhance the security of Kongsberg Automotive's Data. The Supplier shall implement procedures for the secure retention and disposal of Kongsberg Automotive's Data in accordance with applicable legal, regulatory, and contractual requirements.

## **HUMAN RIGHTS AND LABOR PRACTICES**

The Supplier shall identify human and labor rights related risks and opportunities throughout the value chain and ensure effective prevention, mitigation and escalation. A policy or declaration shall cover the following topics: Child labor and young workers, Wages and benefits, Working hours, Modern slavery (i.e. slavery, servitude and forced or compulsory labor and human trafficking), Ethical recruiting, Freedom of association and collective bargaining, Non-discrimination and harassment, Women's Rights, Diversity, Equity, and Inclusion, Rights of Minorities and Indigenous Peoples, Land, Forest and Water Rights and Forced Eviction, Use of Private or Public Security Forces. Supplier shall be able to report on such matters and if legally obliged, make data on human rights policies, risks and management publicly available.

The supplier shall never employ children or forced labor. In addition, the supplier must uphold the human rights of workers and treat them with dignity and respect as understood by the international community.

This applies to all employees including temporary, migrant, student, contract, direct employees, and any other type of workers. Consequently, the supplier shall award the following rights to all employees as a bare minimum:

- The employee shall freely choose all employment. This means forced, bonded (including debt bonded), and indentured labor, involuntary prison labor, or slavery. The supplier shall not use trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, deception, abduction or fraud for labor or services. In addition, 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 employees' identity or immigration documents, such as government-issued identification, passports or work permits, unless law requires the holding of work permits. The use of personal document retention shall never bind workers to employment or restrict their freedom of movement.
- The supplier shall not require an employee to pay for obtaining or otherwise maintaining its employment. Thus, employees shall not be charged any fees or costs for recruitment, directly or indirectly, in whole or in part, including costs associated with travel, processing official documents and work visas in both home and host countries.
- The employee shall have the right to have the employment contract recorded in writing and provided in a language they understand. The employment contract shall clearly indicate their rights and responsibilities with regard to wages, working hours and other working and employment conditions. Supplier shall provide employment contracts to migrant workers prior to deployment. The use of supplemental agreements and the practice of contract substitution (the replacement of an original contract or any of its provisions with those that are less favorable) are strictly prohibited.
- Supplier shall guarantee employees a salary pursuant to law and/or collective bargaining agreement. Accordingly, salaries for employees shall comply with all applicable wage laws, including those related to minimum wages, overtime hours and legally mandated benefits. Suppliers shall not permit deductions from wages as a disciplinary measure, unless permitted by law and/or collective bargaining agreement. Moreover, the employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed during the period to which salary relates.
- Freedom of association. The supplier shall respect the right of all employees to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Additionally, employees 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.

The supplier shall further secure:

- That it does not employ children. Child labor is not to be used in any stage of manufacturing or otherwise in the supplier's business. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations in that country is permissible.
- That it does not risk the health and safety of young employees (persons did not deem a child but younger than 18) or offer less favorable terms of employment. Young employees shall not perform work that is likely to jeopardize health or safety, including night shifts and overtime. The supplier shall ensure proper management of young workers through accurate records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. The supplier shall provide appropriate support and training to all young employees. In the absence of local

law, the wage rate for young workers, students, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

- That it does not force its employees to work excessive hours. Employee strain leads to reduced productivity, increased turnover, and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Furthermore, the supplier shall allow employees at least one day off every seven days and a workweek should not be more than 60 hours per week, including overtime, except in emergency, an unusual situation or as part of a legally recognized collective bargaining agreement. Supplier shall not make employees work overtime under the threat of penalty, dismissal, or denunciation to authorities. No worker shall be made to work overtime as a disciplinary measure.
- That it does not discriminate. The supplier shall at all times have anti-discrimination policies that provide equal employment opportunities regardless of worker or applicants race, color, age gender, sexual orientation, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, marital status or other distinct characteristics. Medical testing or physical examination of any employee for purposes of discrimination shall not be permitted. Supplier should make reasonable accommodations for religious practice by workers. Policies shall be up to date with applicable legislation, and consistently verify compliance with said policies. Such verifications shall be made available for Kongsberg Automotive upon request.
- The supplier shall respect the rights of minorities and indigenous peoples, recognizing their cultural heritage and traditional land rights. The supplier shall not engage in any activities that infringe upon their rights or contribute to their marginalization, displacement, or discrimination. The supplier shall not participate in any activities that result in forced eviction or displacement of communities from their lands, forests, or water sources. All business operations and sourcing activities must respect the land and resource rights of local communities and indigenous peoples, ensuring their free, prior, and informed consent in accordance with international standards.
- The supplier shall ensure that the use of private or public security forces aligns with internationally recognized human rights standards. These forces must not be involved in any form of violence, harassment, or intimidation against employees, local communities, or any other stakeholders.

The supplier's overall treatment of its employees shall at all times be characterized by respect for the individual. Therefore, the supplier must ascertain that there is no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of its employees; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to the employees. Supplier shall strive for ensuring living wage, equity and inclusive working environment for all employees.

The supplier shall implement an effective grievance procedure to ensure that any employee can submit a grievance (whistle blowing) without suffering any prejudice or retaliation of any kind.

Supplier shall operate an effective certified management system equal to SA8000 or equivalent, including employee and stakeholder training to ensure compliance and improve positive impact on human and labour rights issues throughout its value chain.

## **OCCUPATIONAL HEALTH AND SAFETY STANDARDS**

We base our health and safety requirements on national laws and ISO45001. A safe and healthy work environment enhances productivity, employee morale, worker retention and the quality of products and services. Accordingly, we expect the supplier to provide and maintain a safe workplace and take proactive measures to prevent occupational injuries and hazards. The supplier must agree to provide Kongsberg Automotive with records relating to health and safety programs, training and violations when requested.

Supplier shall articulate a high-level policy or declaration covering the following topics and cascade to the entire supply chain: Personal protective equipment; Machine safety, Emergency preparedness, Incident and accident management, Workplace ergonomics, Handling of chemical and/or biological substances,

Fire protection. If any of the following is not considered applicable, a statement to that effect should be provided.

In addition, the supplier shall:

- Implement and maintain emergency response procedures. Potential emergencies and events need to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures which include emergency reporting, employee notification, evacuation procedures, worker training, drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.
- Train its employees. The supplier shall provide the employees with appropriate workplace health and safety training in their primary language.
- Post health and safety related information such as emergency procedures and potential safety hazards within the facility in the primary language of the worker.
- Issue personal protective equipment. Employee's exposure to chemical, biological and physical agents shall be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment (PPE). Furthermore, employees shall be trained in proper use and limitations of use. PPE shall be replaced as often as is necessary.
- Identify risks and report concerns. The supplier shall identify the health and safety and labor practice risks associated with its operations. Risk assessment process shall determine the relative significance for each risk and implementation of appropriate procedural and physical controls to ensure regulatory compliance to control the identified risks. All areas should be included in a risk assessment for health and safety including plant and facilities, warehouse and storage facilities, support equipment, laboratories and test areas, sanitation facilities and bathrooms, kitchen/cafeteria and worker housing and dormitories. Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to employees. Employees' exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.
- Install procedures and systems to prevent, manage, track and report occupational injury and illness including provisions to encourage employee reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate the return of workers to the job.
- Comply with applicable health and safety rules and regulations and labor codes which include regular health checkups, strengthen individual and collective responsibility and safety culture. Set up an employee engagement on first aid kits usage where appropriate.

Supplier shall operate an effective certified management system equal to ISO45001 or equivalent, including employee and stakeholder training to ensure compliance and improve positive impact on occupational health and safety issues throughout its value chain.

## **ENVIRONMENTAL STANDARDS**

We base our environmental requirements on national laws and ISO14001 Environmental Management System. We expect our Suppliers to be certified under ISO14001 or under an equivalent environmental management system that effectively manages risks, conserves natural resources and protects the environment. Related efforts should support reductions in energy use, water use, waste production, greenhouse gas emissions and air pollution. The supplier must agree to provide Kongsberg Automotive with records relating to environmental performance, training and violations when requested.



Supplier shall implement a high level environmental policy or declaration that covers the following topics as a minimum: GHG emissions reporting, Energy efficiency, Renewable energy, Decarbonization, Water quality, consumption & management, Air quality, Responsible chemical management, Sustainable resources management, Waste reduction, Reuse and recycling, Animal welfare, Biodiversity, land use and deforestation, Soil quality, Noise emissions or statement should be available if any of them are not considered as relevant and why.

In addition, the supplier shall:

- Secure environmental permits and reporting. All required environmental permits, approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.
- Establish a greenhouse gas (GHG) emissions reporting mechanism, including setting reduction targets in alignment with the Paris Agreement. Efforts should be made to transition towards renewable energy sources and adopt decarbonization strategies in the production process to minimize the environmental impact.
- Employ a plan for pollution prevention and energy resource reduction. The use of resources and generation of waste of all types, including energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and the reuse of materials.
- Actively pursue the integration of renewable energy sources into its operations. This can include investing in on-site renewable energy systems, procuring renewable energy from external sources, and exploring opportunities to support the local community's transition to renewable energy
- Preserve water resources through assessment of water stress in operations and throughout the life cycle and by considering water management and sustainable use in operational planning.
- Identify hazardous substances. Chemicals and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.
- Reduce emissions and solid waste. The supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Wastewater generated from operations, industrial processes and sanitation facilities are to be characterized, monitored, controlled and treated as required prior to discharge or disposal. In addition, measures should be implemented to reduce generation of wastewater. The supplier shall conduct routine monitoring of the performance of its wastewater treatment systems. Air emissions of volatile organic compounds, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, routinely monitored, controlled and treated as required prior to discharge. The supplier shall conduct routine monitoring of the performance of its air emission control systems.
- Demonstrate a commitment to animal welfare and biodiversity conservation. Additionally, the supplier must comply with all applicable regulations pertaining to animal welfare and biodiversity conservation.
- Adopt practices that promote responsible land use and forest conservation. Additionally, the supplier must comply with all applicable regulations pertaining to the prevention of deforestation, soil contamination, erosion, land degradation, or habitat loss, and support initiatives for reforestation and ecosystem restoration in areas affected by their operations or supply chains.
- Strive for ecologically friendly product and service development and actively participate in contributing to decreasing the carbon footprint of Kongsberg Automotive's products.

## **RESPONSIBLE CHEMICAL MANAGEMENT**

The supplier must adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal. In addition, the supplier shall:

- Establish programs to collect data from material manufacturers for all components, identifying all substances that are in the final product.
- Collect data regarding all processed chemicals and intermediates known as toxic or potentially toxic. Measure data completeness against Bill of Materials (BOMs) and identify data shortages; assure data is traceable to the material manufacturers.
- Verify data is current and complete against product safety and regulatory requirements. Have in place adequate training and processes to report required information.
- Initiate appropriate changes to achieve compliance and reduce risks.

## **CONFLICT AND EXTENDED MINERALS**

Suppliers shall have a policy to reasonably ensure that the conflict and extended minerals, e.g. Tantalum, Tin, Tungsten and Gold (3TG), mica, cobalt etc., according to OECD guidelines in the products they manufacture do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo, an adjoining country or other known area of conflict. Suppliers shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to Kongsberg Automotive upon request.

All suppliers understand and conform to expectations outlined in our Responsible Minerals Sourcing Position Statement (former Conflict Minerals Position Statement). Suppliers acting contrary to our position regarding Conflict and Extended Minerals must commit to implementing a corrective action plan with a reasonable timeline.

## **SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT**

Our sustainability requirements and guidelines must be rolled down by our Tier1 Suppliers to the supply chain on every and each level. We expect our Suppliers to articulate clear sustainability requirements towards their own suppliers in a policy, manual, supplier code or equivalent covering the following topics: Human rights and working conditions (Child labor and young workers, Wages and benefits, Working hours, Modern slavery (i.e. slavery, servitude and forced or compulsory labor and human trafficking), Ethical recruiting, Freedom of association and collective bargaining, Non-discrimination and harassment, Women's Rights, Diversity, Equity, and Inclusion, Rights of Minorities and Indigenous Peoples, Land, Forest and Water Rights and Forced Eviction, Use of Private or Public Security Forces), Health and Safety, Business ethics (Anti-Corruption and Anti-Money Laundering, Data Protection and Data Security, Financial responsibility (Accurate Records), Disclosure of Information, Fair competition and anti-trust, Conflicts of interest, Counterfeit parts, Intellectual property, Export controls and economic sanctions, Whistleblowing and protection against retaliation), Environment (GHG emissions reporting, Energy efficiency, Renewable energy, Decarbonization, Water quality, consumption & management, Air quality, Responsible chemical management, Sustainable resources management, Waste reduction, Reuse and recycling, Animal welfare, Biodiversity, land use and deforestation, Soil quality, Noise emissions).

Supplier shall inform effectively its own suppliers about the requirement (for example by updating its Terms and Conditions, provide supplier training, articulate a Supplier Code of Conduct / Supplier Sustainability Policy, publish it on the company website / Supplier portal) and require from their suppliers to do the same with further Tier-x suppliers.

Supplier shall set up an effective management approach and implement processes to review if suppliers fulfil your requirements (sustainability self-assessments, assessment, 2nd party audits conducted by the Supplier and/or 3rd party audits etc.). The supplier must agree to provide Kongsberg Automotive with records relating to supply chain sustainability management, risks and performance, training and violations when requested.

In addition, Supplier should strive for further positive impact through purchasing activities e.g. encourage local employment and economic value generation, supplier diversity and inclusivity, buy social initiatives, and encourage environmental and social innovations.

## CORRECTIVE ACTION RELATING TO REPORTED VIOLATIONS

Kongsberg Automotive aims to select low sustainability risk suppliers, whereas the sustainability risk assessment approach is described on [http://www.kongsbergautomotive.com/for\\_suppliers/](http://www.kongsbergautomotive.com/for_suppliers/) and during onboarding and/or supplier classification processes.

Where breaches of the Supplier Sustainability Manual are brought to the attention of Kongsberg Automotive, the supplier shall prepare an action plan outlining the remedial actions it will take to rectify the breach. Where appropriate, Kongsberg Automotive may conduct on-site audits, in particular to substantiate specific supplier-related allegations concerning practices that may violate the Supplier Sustainability Manual. If it is proven that the supplier has violated the Supplier Sustainability Manual, the supplier shall compensate Kongsberg Automotive for all costs, losses and liabilities incurred as a result thereof (including without limitation audits conducted by third parties).

Suppliers and stakeholders are encouraged to report violations against Kongsberg Automotive Code of Conduct and Supplier Sustainability Manual, as improvements can only be made if unsatisfactory issues are brought to the attention of the right authority within the company.

Anyone who in good faith reports concerns about compliance with the Kongsberg Automotive Code of Conduct and the Supplier Sustainability Manual, or KA policies, will be protected against any sanction from KA and KA Personnel. The SpeakUp system of Kongsberg Automotive serves whistle blowing and grievance related reports as well. It is a violation of the Code of Conduct to discriminate, retaliate against or harass anyone for making a report in good faith. The report can be made through the following channel, that goes to an external neutral service provider, who will ensure that the report will be handled appropriately and that the person reporting the issue will be protected in accordance with the Code of Conduct:

- Click on the link to the SpeakUp system on our public webpage:  
<https://www.kongsbergautomotive.com/about-us-company/sustainability/code-of-conduct/>
- Directly access the SpeakUp online portal:  
<https://www.speakupfeedback.eu/web/miw3dr/>
- Call the country specific local phone numbers as detailed on page 33 and 34 of Kongsberg Automotive's Code of Conduct [+47 90 11 45 82; +1(248) 765 9658; +46 70659 8049].



## LINK TO RELATED DOCUMENTS

Access related documents by visiting our web page at:  
[http://www.kongsbergautomotive.com/for\\_suppliers/](http://www.kongsbergautomotive.com/for_suppliers/)

Kongsberg Automotive is committed to the following global frameworks and conventions (without completeness listed) and expects suppliers and partners to work along these principles, values and requirements together:

- » UN Global Compact
- » Declaration on Fundamental Principles and Rights at Work adopted by the International Labour Organisation (ILO)
- » UN Guiding Principles on Business and Human RightsUN Protect, Respect and Remedy Framework
- » Modern Slavery Act
- » OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Area
- » EU Green Deal and Paris Climate Agreement
- » German Supply Chain Due Diligence Act (LkSG)
- » EU Corporate Sustainability Reporting Directive
- » EU Corporate Sustainability Due Diligence Directive
- » Global Automotive Sustainability Guiding Principles
- » Green House Gas Protocol
- » CDP – Carbon Disclosure Project
- » Responsible Mineral Initiative
- » Actual environmental legislations as REACH, RoHS, Minamata, Stockholm, Basel and Vienna Convention and
- » Other relevant environmental, social or ethical legislation or voluntary agreements.



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