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SUPPLIER CODE OF CONDUCT



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CONTENTS

1. INTRODUCTION	4
1.1. Purpose	4
1.2. Applicable area	5
1.3. Validity	5
2. DEFINITIONS & ABBREVIATIONS	5
3. REFERENCES	6
3.1 C-MAC documents	6
3.2 Standards	6
3.3 Directives and regulations	6
3.3.1 EU Directives and regulations	6
3.3.2 Other Directives and regulations	7
4. GENERIC REQUIREMENTS	8
4.1 Statutory and Regulatory requirements ISO 9001 clause 8.2.2	8
4.2 General System Requirements	8
4.2.1 Environmental Management System requirements	8
4.3 Supplier monitoring – Vendor Rating ISO 9001 clause 8.4.2	8
4.4 C-MAC requirements	8
5. SUSTAINABILITY REQUIREMENTS	9
5.1 Sustainability Strategy	9
5.2 Business Ethics	9
5.2.1 Business Integrity	9
5.2.2 Responsible Sourcing of Minerals	9
5.2.3 Protection of Identity and Non-Retaliation	9
5.2.4 Privacy	9
5.3 Environmental requirements	10
5.3.1 Material reporting in IMDS	10
5.3.2 Prohibited substances	11
5.3.2.1 End-of Life Vehicles Directive and GADSL	11
5.3.2.2 REACh Regulation	11
5.3.2.3 RoHs Directive	12
5.3.2.4 POP Regulation	12
5.3.2.5 TSCA	12
5.3.2.6 California Proposition 65	12
5.3.3 WEEE Directive	13
5.3.4 Environmental Impacts on Air, Water, Soil and Natural Surrounding	13
5.3.5 Energy and resources	13
5.4 Health and safety	13
5.4.1 Occupational Health & Safety	13

5.4.2	Emergency Preparedness	13
5.4.3	Occupational Injury and Illness	14
5.4.4	Physically Demanding Work	14
5.4.5	Machine Safeguarding	14
5.5	Human Rights and working conditions	14
5.5.1	Prohibition of forced labour and child labour	14
5.5.2	Wages and Benefits	14
5.5.3	Non-Discrimination, Non-Harassment and Humane Treatment	15
5.6	Regular Sustainability Self-assessments	15
6.	APPENDIXES	15
7.	REVISION HISTORY	15

1. INTRODUCTION

At **C-MAC**, we are committed to upholding the highest ethical standards in all our business practices and interactions. This Supplier Code of Conduct serves as a guide for our suppliers to ensure that they operate in a socially responsible and sustainable manner. **C-MAC** fully support and adhere to the **Ten Principles of the UN Global Compact**, focusing on human rights, labour standards, environmental sustainability, and anti-corruption, therefore C-MAC expects the same commitment from its suppliers.

1.1. Purpose

This document describes the Supplier Code of Conduct to be followed by the C-MAC Suppliers to fulfil all sustainability requirements and to ensure compliance with all regulations.

This code of conduct establishes standards to ensure that working conditions in supply chains are safe, and that business is conducted responsibly, ethically and with respect for the human rights and the environment.

Fundamental to adopting the Code of Conduct is the understanding that a business, in all its activities, must operate in full compliance with applicable laws, rules, and regulations. In alignment with internationally recognized standards as listed under the References of this document, and drawing upon best practices in global supply chains, elements of this Code may go beyond legal compliance to advance social and environmental responsibility and business ethics.

Collaboration and mutual partnership with our Suppliers are part of C-MAC's strategy.

Suppliers must follow precautionary principles, when addressing environmental issues, and take initiatives to promote greater environmental responsibility as well as the development and spread of environmentally friendly technologies.

Optimum environmental protection must be guaranteed during every phase of production. This includes a proactive approach to preventing and minimizing the impact of accidents that may harm the environment. Especially significant in this context are the utilization and continued development of technologies for conserving energy and water, characterized by using strategies for reduction of emissions, reuse and recycling of materials.

The supplier is responsible to fulfil legal environmental requirements for their products. Furthermore, the supplier is obligated to contribute to an environmentally friendly product design by:

- Working out optimum solutions for minimizing the potential impact of products on the environment within all stages of the product life cycle. The product life cycle includes an environmentally friendly raw material acquisition and design as well as an environmentally friendly manufacturing, use and recycling of the product.
- Providing information about the material composition, recyclability, and other environmental aspects of the product
- Identification of chemicals and other substances, which are potentially harmful substances if released into the environment
- Compliance with all applicable environmental laws and regulations that are relevant for development, manufacturing, product use and recycling

1.2. Applicable area

This Supplier Code of Conduct shall apply to the Supplier (including participating Related Companies) providing Products (= any product to be manufactured, sold, delivered and/or provided) influencing the quality of the finished products of C-MAC Electromag BV (including participating Related Companies).

Supplier and participating Related Companies hereinafter referred to as "Supplier".

C-MAC Electromag BV (including participating Related Companies) hereinafter referred to as "C-MAC".

The Supplier shall ensure that this Supplier Code of Conduct is applied along the Suppliers supply chain (sub-suppliers) including C-MAC directed suppliers (directed buy).

1.3. Validity

As of the effective date this document embodies all terms and conditions between the Supplier and C-MAC with respect to the subject matter hereof and supersedes and cancels all previous agreements and understandings. There are no verbal statements which have not been embodied herein.

This Supplier Code of Conduct can be downloaded on the C-MAC website and become valid if there is no objection in writing within a 3-month period from the date it has been published.

2. DEFINITIONS & ABBREVIATIONS

ACEA	European Automobile Manufacturers Association
AIG	Automotive Industry Guideline
CLEPA	European Association of Automotive Suppliers
ECHA	European Chemicals Agency
EEE	Electrical and Electronic Equipment
ELV	End-of-Life Vehicles (EU Directive)
FIFO	First In - First Out
GADSL	Global Automotive Declarable Substance List
IMDS	International Material Data System
OEM	Original Equipment Manufacturer
POP	Persistent Organic Pollutant
PPAP	Production Part Approval Process
Product	Raw material, component, sub-assembly used for the manufacturing of a finished product and having an influence on its quality. Any product to be manufactured, sold, delivered and/or provided to C-MAC.
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
RoHS	Restriction of the use of Hazardous Substances
SVHC	Substances of Very High Concern
TSCA	Toxic Substances Control Act
Prop 65	Safe Drinking Water and Toxic Enforcement Act of 1986 (California law)
RMI	Responsible Minerals Initiative
MI serves as an umbrella organization for the voice of progressive industry to support responsible mineral sourcing broadly and convenes stakeholders to continually shape dialogue and practices.	

3. REFERENCES

3.1 C-MAC documents

KF0592	Vendor Rating (Ronse)
KF0592A01	Supplier Target setting (Ronse)
KF0592A02	AIAG Sustainability self-assessment
CK0001A	Supplier Quality & OTD requirements

3.2 Standards

ISO9001	Quality Management System Requirements
IATF16949	Automotive Quality Management System Standard
ISO14001	Environmental Management Systems
ISO45001	Occupational health and safety management systems
ISO14064	International standard for Greenhouse Gas Accounting and Verification
ISO14067	Greenhouse gases, Carbon footprint of products, Requirements and guidelines for quantification

The provisions of this Code are derived from and respect internationally recognized standards including:

OECD Guidelines for Multinational Enterprises
UN Guiding Principles on Business and Human Rights
ILO Declaration on Fundamental Principles and Rights at Work
ILO Fundamental Conventions
UN Universal Declaration of Human Rights
UN Global Compact
RBA Responsible Business Alliance Code of Conduct
RMI Responsible Minerals Initiative

3.3 Directives and regulations

3.3.1 EU Directives and regulations

2000/53/EC	EU Directive on End-of-Life Vehicles (ELV)
2011/65/EU	EU Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS)
2015/863/EU	RoHS 3 Amendment Directive (EU) 2015/863: Amendment to EU RoHS 2 Directive adding four specific phthalate substances that will become restricted above a specific threshold July 22, 2019
1907/2006/EC	EU Regulation concerning the Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH)
2001/95/EC	EU Directive on general product safety
2017/822/EU	EU Regulation concerning minerals originating from conflict affected and high-risk areas
2019/1021/EU	EU Regulation on persistent organic pollutants (POPs)
2012/19/EC	EU Directive on waste from electrical and electronic equipment (WEEE)
2017/821/EU	EU Regulation on Conflict Minerals

3.3.2 Other Directives and regulations

Prop 65 Safe Drinking Water and Toxic Enforcement Act of 1986 (California law)

Proposition 65, officially known as the Safe Drinking Water and Toxic Enforcement Act of 1986, was enacted as a ballot initiative in November 1986. The proposition protects the state's drinking water sources from being contaminated with chemicals known to cause cancer, birth defects or other reproductive harm, and requires businesses to inform Californians about exposures to such chemicals.

Proposition 65 requires the state to maintain and update a list of chemicals known to the state to cause cancer or reproductive toxicity.

TSCA Toxic Substances Control Act (US Law)

Under Section 6(h), the EPA has the authority to take action to reduce risks associated with certain PBT chemicals. This may include regulations to limit or phase out the production, processing, distribution, use, or disposal of these chemicals, as well as other risk management measures. The regulation applies to importer, exporter and manufacturers in the market of the United States of America.

Dodd-Frank Wallstreet Reform Act Section 1502

Section 1502 of the Dodd-Frank Act directs the U.S. Securities and Exchange Commission (SEC) to establish conflict minerals disclosure rules. The SEC adopted what is often referred to as the SEC Conflict Minerals Rule in 2012 and began mandating the reporting process in 2014 for the 2013 reporting year. The Dodd Frank Act Section 1502, part of the U.S. government's Dodd-Frank Wall Street Reform and Consumer Protection Act, signed into law in July 2010, requires publicly traded companies to ensure that the raw materials they use to make their products are not tied to the conflict in Congo, by tracing and auditing their mineral supply chains.

4. GENERIC REQUIREMENTS

Applicable to all C-MAC's Suppliers independent for what applications the materials will be used.

4.1 Statutory and Regulatory requirements

ISO 9001 clause 8.2.2

The Supplier shall conform to all applicable statutory, regulatory and safety requirements in the country of receipt, the country of shipment and the country of destination for all contracted products, processes, or services, if not otherwise mutually agreed between C-MAC and the Supplier. Some legal requirements to be fulfilled are mentioned in paragraph 3.3 under directives and regulations.

The Supplier delivering materials used for automotive applications shall fulfil the requirements for the recycling and disposal of the supplied products (IMDS, ELV and GADSL), see environmental requirements.

4.2 General System Requirements

To ensure that all requirements in this Supplier Code of Conduct are fulfilled, C-MAC expects the Suppliers to have enough skilled personnel, adequate technical equipment and an effective organization for the implementation of the sustainability requirements, in conjunction with a Continuous Improvement Process.

4.2.1 Environmental Management System requirements

The Supplier shall implement environmental systems in their facilities, which are compliant to ISO14001. Suppliers who are not certified must have a working plan to become compliant to ISO14001 available for review. The C-MAC QA Manager can admit a possible deviation.

4.3 Supplier monitoring – Vendor Rating

ISO 9001 clause 8.4.2

The Supplier's delivery performance is evaluated on a periodical basis. The evaluation criteria include order confirmation, on-time delivery, quality performance, certification status and sustainability.

The Supplier shall define an improvement plan if the vendor rating is below target, see KF0592 and KF0592A01.

4.4 C-MAC requirements

C-MAC requirements are written in this Supplier Code of Conduct (CK0001B), the Supplier Quality and OTD requirements (CK0001A), material specifications and control specifications. By accepting an order, the Supplier accepts all C-MAC requirements according to the latest editions and as mentioned on the Purchase Order.

Contact the persons of the Quality or the purchasing department for the following:

- Communication and updates regarding applicable supplier certificates
- Request of material and control specifications
- Submission of all change notifications (PCN or PTN)
- Submission of Initial sample test report (ISTR)
- Submission of the general information questionnaire (F02-01)
- Submission of the AIAG sustainability self-assessment (KF0592A02)

The following documents can be downloaded from the C-MAC Website www.cmac.com

- CK0001A: Supplier quality and OTD requirements
- CK0001B: Code of conduct for suppliers
- KF0592A02: AIAG sustainability self-assessment

5. SUSTAINABILITY REQUIREMENTS

Corporate responsibility, or Sustainability, is a foundational element of any company. It is important to evaluate business practices to ensure adherence to common, globally embraced principles.

5.1 Sustainability Strategy

The supplier is asked and encouraged to include Sustainability in all its dimensions (Environmental, Social, Human Rights, Governance) into its business strategy and report about the concept and its progress publicly.

5.2 Business Ethics

5.2.1 Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit all forms of bribery, corruption, extortion and embezzlement.

5.2.2 Responsible Sourcing of Minerals

EU Conflict Mineral Regulation (EU) 2017/821

C-MAC encourages its direct Supplier to source responsibly with certified conflict free smelters, wherever possible, to increase C-MACs level of confidence that the parts in its products contain conflict free minerals. C-MAC collects conflict minerals due diligence information from its Supplier and requires the Supplier to provide smelter names, country of origin, contact information etc.

We ask our suppliers to share respective data information on 3TG with up-to-date CMRT files on entity level where necessary and required. Extensive further information is shared on request by C-MAC.

Dodd-Frank Wallstreet Reform Act Section 1502

We ask our suppliers to review their supply chain in regard of the use of conflict minerals according to the obligations shared in the Dodd-Frank Act and notify us in case materials from conflicted areas are used for the products. If such case arise the Supplier will inform the C-MAC immediately and provides possible alternative sources for the affected materials and extensive further information is shared on request by C-MAC.

Further information on Cobalt & Mica

In line with the Responsible Mineral Initiative (RMI) the Supplier shares a standardized EMRT on entity level wherever necessary and applicable. Extensive further information is shared on request by C-MAC.

5.2.3 Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers shall be maintained, unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

5.2.4 Privacy

Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including their suppliers, customers, consumers, and employees. Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

5.3 Environmental requirements

The supplier should maintain an environmental management system aligned with internationally accepted standards (e.g. ISO14001).

5.3.1 Material reporting in IMDS

Material reporting is necessary for monitoring and documenting the compliance with legal and customer specific requirements concerning the restricted use of certain substances. In addition, material data are used as proof of the recyclability of vehicles. Material reporting covers the complete supply chain within the automotive industry.

IMDS (International Material Data System) was implemented in 2000 by OEMs as a standardized system of the automotive industry for material reporting to fulfil the legal requirements of the End-of-Life Vehicles Directive (2000/53/EC).

To avoid risks, increase transparency and to ensure ELV compliance the supplier shall deliver a full material declaration via IMDS. A simplified material reporting according to IMDS Recommendation 019 will not be accepted.

The composition of components, materials and basic substances shall be reported via IMDS based on the latest legal requirements and formal IMDS rules; these requirements are the European ELV Directive 2000/53/EC including its latest version of Annex II, the Global Automotive Declarable Substance List (www.gadsl.org) as well as IMDS Recommendations.

All relevant Information, IMDS training material and manuals, which the supplier needs to be familiar with, is available on the official IMDS website (www.mdsystem.com). If the supplier needs assistance or an IMDS training, service providers can be found on the official IMDS website as well. The supplier is responsible to acquaint him selves with the process and rules of IMDS for correct material reporting and to use always the currently valid ELV exemptions (according to ELV Directive Annex II).

The supplier shall ensure that IMDS data quality is sufficient and that all IMDS data are accepted by C-MAC. It is also the responsibility of the supplier to track the status of sent IMDS data to ensure that approved IMDS data are available latest at the time of supplier PPAP submission. The PPAP report shall include evidence of IMDS data approval, (e.g. screenshot of IMDS approval).

5.3.2 Prohibited substances

Below the most important legal requirements are mentioned, which restrict/prohibit substances and materials. The supplier is obligated to meet these legal requirements and to monitor their developments. Other regional (legal) requirements, that are not mentioned here explicitly, also need to be fulfilled. In case a supplier needs to change a material, composition or withdraws a product from the market, e.g. due to new legal environmental requirements, C-MAC shall be informed immediately.

5.3.2.1 End-of Life Vehicles Directive and GADSL

According to the **European Directive on End-of Life Vehicles 2000/53/EC (ELV Directive)**, the use of following substances is restricted:

- Lead (Pb),
- Mercury (Hg),
- Cadmium (Cd) and
- Hexavalent chromium (Cr6+, Cr(VI))

Application-specific exemptions of restrictions of the ELV Directive are listed in the latest valid edition of Annex II of the Directive under the stipulated conditions. ACEA & CLEPA have published an Automotive Industry Interpretation Guide regarding ELV Annex II exemptions (2016/774/EU).

The "Global Automotive Declarable Substances List (GADSL)" is the result of worldwide cooperation between Original Equipment Manufacturers (OEMs), automotive suppliers and the chemical industry. All substances listed in the GADSL are subject to declaration requirements. Substances identified as prohibited in the GADSL shall not be used above the GADSL threshold. The latest valid edition of the GADSL is available under the following internet address: www.gadsl.org

5.3.2.2 REACh Regulation

By the **European Regulation (EC) No 1907/2006** a harmonized system for Registration, Evaluation, Authorisation and Restriction of Chemicals (**REACh**) has been implemented. The REACh requirements are mainly relevant for manufacturers, importers, downstream users, and distributors, who put chemicals and complex products on the EU market (EEA).

'Substances of Very High Concern'(SVHC), which meet the criteria of REACh Article 57, have been identified under the REACh Regulation according to REACh Article 59. The SVHC are published in the REACh "Candidate List", which is continuously updated by the European Chemical Agency (ECHA). The list is available on the official ECHA website: <https://echa.europa.eu/candidate-list-table>

In accordance with REACh Article 33(1), suppliers have the duty to communicate Candidate List substances in their articles above a threshold level of 0.1 % weight by weight (w/w) to C-MAC. At least the name of the substance shall be provided. Furthermore, information regarding the safe handling of the substance or article (safe use instruction) shall be provided.

The substances listed in the **REACh Authorisation List (Annex XIV)** shall not be supplied to C-MAC.

The substances listed in the **REACh Restriction List (Annex XVII)** shall not be used if the conditions of restriction are applicable for the product. If substances are contained, which are planned to be restricted under REACh, C-MAC shall be informed by the supplier immediately.

It is the supplier's responsibility to register and notify substances, which are placed on the market, at the according authority, e.g. ECHA. The registration under REACh can be done either by the supplier himself or by a third-party representative if the supplier is located outside the European Union.

The European Automobile Associations ACEA and CLEPA have published an Automotive Industry Guideline (AIG) on REACH in which the most important REACH requirements are summarized and explained.

5.3.2.3 RoHS Directive

The RoHS Directive 2011/65/EU has been implemented to restrict the use of hazardous substances in electrical and electronic equipment (EEE) on the EU market and to ensure the protection of human health and the environment.

Suppliers must meet the requirements of the European RoHS Directive (2011/65/EU). The use of the following substances is restricted in EEE:

- Lead (0,1 %)
- Mercury (0,1 %)
- Cadmium (0,01 %)
- Hexavalent chromium (0,1 %)
- Polybrominated biphenyls (PBB) (0,1 %)
- Polybrominated diphenyl ethers (PBDE) (0,1 %)

According to the delegated directive 2015/863/EU (amending 2011/65/EU Annex II), the list of restricted substances has been extended from 6 to 10 substances. The corresponding changes enter into force on 22 July 2019.

- Bis(2-ethylhexyl) phthalate (DEHP) (0,1 %)
- Butyl benzyl phthalate (BBP) (0,1 %)
- Dibutyl phthalate (DBP) (0,1 %)
- Diisobutyl phthalate (DIBP) (0,1 %)

5.3.2.4 POP Regulation

By Regulation (EU) 2019/1021 on persistent organic pollutants (POPs) the requirements of the Stockholm Convention on Persistent Organic Pollutants are implemented in the European Union.

According to Article 3, “the production, placing on the market and use of substances listed in Annex I, whether on their own, in preparations or as constituents of articles, shall be prohibited.”

The most used POPs, which remain in automotive products, are included in the GADSL Reference List. Nevertheless, the supplier shall meet all legal requirements of the POP Regulation.

5.3.2.5 TSCA

TSCA does apply to manufacturers and importers to the United States of America. The ban affects the following substances:

- Phenol, isopropylated phosphate (3:1) (PIP (3:1)) CAS 68937-41-7 (Complete ban)
- Decabromodiphenyl ether (DecaBDE) CAS 1163-19-5 (Complete ban)
- 2,4,6-Tris(tert-butyl) phenol (2,4,6-TTBP) CAS 732-26-3 (Limit value = 0.3% w/w).

The Supplier shares details and confirmation on TSCA on C-MAC request and with the information that the confirmation is needed for their further product development.

5.3.2.6 California Proposition 65

The California Prop 65 regulation applies to manufacturers, distributors and retailers who sell consumer goods in the state of California. The supplier shall meet all legal requirements regarding this regulation and share all necessary information on C-MAC request.

5.3.3 WEEE Directive

The Directive 2012/19/EU of the European Parliament and the Council of the European Union on waste from electrical and electronic equipment sets targets for the collection, recovery, and recycling of waste from electrical and electronic equipment across Europe.

Starting from 15th August 2018, the Directive has an 'open scope' and EEE shall be classified in one of the six new categories defined in Annex III.

Electrical and electronic products, which are in the scope of the WEEE Directive, shall be registered according to the national requirements in the affected EU country before they are put on the market.

5.3.4 Environmental Impacts on Air, Water, Soil and Natural Surrounding

The Supplier must minimize emissions into air (e.g. volatile organic compounds, dust, greenhouse gases) and water (e.g. oil, particles, chemicals). Further, the Supplier must minimize contamination of soil, groundwater and the natural surrounding (e.g. spills, leaks, incidents). The supplier should report the company carbon footprint according to ISO14064/ISO14067.

5.3.5 Energy and resources

The Supplier must make progressive improvement in environmental performance in their operations. This includes:

- Integrating principles of sustainability into business decision,
- Responsible use of natural resources incl. efficient use of energies,
- Adoption of cleaner production and pollution prevention measures and
- Designing and developing products, materials, and technologies according to the principles of sustainability.

5.4 Health and safety

5.4.1 Occupational Health & Safety

C-MAC expects its Suppliers to comply with applicable law and obligations regarding health & safety and to use a systematic and preventive management approach to prevent work-related injury and ill health and provide safe and healthy workplaces, preferably in alignment with ISO45001 standards. This includes the creation of appropriate working conditions, prevention of excessive physical and mental fatigue, responsible handling of hazardous materials and further effective preventive measures such as trainings and instructions.

5.4.2 Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills.

Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

5.4.3 Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker 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 work. Participants shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

5.4.4 Physically Demanding Work

Worker 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 shall be identified, evaluated, and controlled.

5.4.5 Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

5.5 Human Rights and working conditions

The supplier must ensure compliance with all applicable legal human right requirements (international, national, federal, regional and local) and to treat them with dignity. This applies to all workers including temporary, migrant, student, contract, direct employees and any other type of worker.

5.5.1 Prohibition of forced labour and child labour

Forced labour in any form, including but not limited to, bonded or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons is not permitted. This includes transporting, harbouring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment.

Child labour shall not be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, should be supported.

5.5.2 Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labour shall be within the limits of the local law.

5.5.3 Non-Discrimination, Non-Harassment and Humane Treatment

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Suppliers shall not engage in discrimination or harassment based on race, colour, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.

5.6 Regular Sustainability Self-assessments

The supplier should complete the AIAG sustainability self-assessment (form KF0592A02), completion of the questionnaire remains valid for a maximum of 3 years, after which it must be completed again or if a new revision is available. If not completed in time it can have an impact on the supplier evaluation and supplier scorecard. Exceptions can be granted if evidence of sustainability information is available, such as the publication of an annual sustainability report.

The sustainability self-assessment addresses the typical range of Corporate Social Responsibility program elements that companies have implemented, are launching or are considering. Companies can award themselves partial credit where limited elements of an item are in-place with further activities planned or underway. The responses given should describe the suppliers company regarding sustainability aspects.

The information you submit helps shape sustainability plans, materiality, messaging and training. Each question on this survey was carefully considered for its usefulness and applicability.

The self-assessment is designed to be used by you both before and after completion and submittal. It can provide you with a map that describes your operations in a way that communicates needs and opportunities within your own operations. Ongoing dialog with C-MAC based on the findings of this assessment are encouraged as you work together to close gaps in your sustainability activities.

Although the rating scale of the self-assessment is subjective, respondents will understand the status of their program and are encouraged to respond with accurate and transparent answers.

Finally, it is hoped that you will in turn provide this tool to your own suppliers. Your efforts are essential in this cascade, and you can expect the same mutual benefits by transparent engagement with your suppliers.

6. APPENDIXES

7. REVISION HISTORY

ED	DATE	DESCRIPTION MODIFICATIONS
00	08-08-25	First edition.