

Diversity, Equality and Human Rights Policy

1. Policy Summary

Consistent with our values of teamwork, integrity and social responsibility, Aptiv is committed to diversity, equality, and the recognition and protection of fundamental human rights.

2. Why Do We Have this Policy?

Everyone at Aptiv is responsible for creating and maintaining a respectful and accepting workplace. At Aptiv, individual differences and unique abilities are considered assets that make our company a stronger one. We also maintain a workforce that meets internationally recognized human rights standards.

This policy applies to everyone at Aptiv, including all employees, senior leadership, and management worldwide.

3. What are the Key Principles of this Policy?

A. Diversity

We value our diverse, dedicated global workforce, our commitment to excellence, and a culture where both individual strengths and teamwork help us succeed. Diversity and inclusion are sources of innovation and creativity, both of which are essential to our success. We believe that we can benefit and stay competitive by drawing on the skills, knowledge, experience, and performance of people from a variety of different backgrounds.

If you see or experience any work situation that is not in the spirit of diversity and inclusion upon which our company thrives, you should speak with your manager or your Human Resources contact. By speaking up, you help to ensure that Aptiv is a great place to work where all people are valued.

Questions and Answers

Q. I need to form a task team to tackle a difficult problem that affects us with our customers world-wide. To make meetings and communications easier, I am thinking of naming the members to the task team from my place of work, but I am concerned that the task team may fail to detect some considerations from other countries. How do I balance the need for efficiency with the need to include members from other countries?

A. Evidently, your task team must be able to produce the results that led to its creation. Especially in a problem that has world-wide ramifications, you should try to incorporate members from other jurisdictions, because they will bring to the table a different knowledge base and experience that may help you consider the various aspects of the problem. In a company our size, it is inevitable that some

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difficulties will arise in setting up global conference calls and meetings, but Aptiv has put in place structures to make that as straightforward as possible. Also, our employees all over the world show flexibility in managing their schedule so as to participate in these sorts of activities.

B. Equality

We provide equal employment opportunities to individuals of diverse backgrounds and experiences. It is against our company policy and values to discriminate against an employee or applicant in terms, conditions, or privileges of employment on account of their:

- Race
- Ethnicity
- Color
- Gender
- Sexual orientation
- Religion
- Age
- National origin
- Handicap / Disability
- Genetic information
- Union activities
- Political beliefs
- Veteran status or disabled veteran status
- Marital status
- Pregnancy status
- Any other status that is protected by law in a particular jurisdiction

Aptiv's commitment to provide equal employment opportunities is the responsibility of every employee and we expect everyone to ensure that all decisions related to our business are based on merit, not discriminatory factors.

Questions and Answers

Q: I am a manager who is looking to hire a new employee for my department. Our team is fast-paced and the employees are mostly younger people in their twenties and thirties. I would prefer to hire someone who will fit in with the age group and environment we currently have. Would it be okay to post the job and screen candidates based on their age?

A: No, you must consider all qualified candidates. It would not be acceptable to select someone based on their age. It is important to remember to treat all employees and candidates fairly and with respect, and not to discriminate. No matter what the environment is, it is against Aptiv policy (and in many jurisdictions the law) to hire, or not hire, based on someone's age. If you have any questions about this, you should talk to your Human Resources contact.

C. Human Rights

Respect for human rights is a fundamental value. Everyone at Aptiv is responsible for creating and maintaining a respectful and accepting workplace. At Aptiv, individual differences and unique abilities are considered assets that make our company a stronger one. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees and suppliers. This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

We use due diligence as a means to identify and prevent human rights risks to people in our business and value chain. If we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for, or cooperate in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

We maintain a workforce that meets internationally recognized standards for the non-use of child or forced labor. Child labor remains a serious problem in certain parts of the world, and Aptiv is committed to doing its part to eliminate child labor – not only at Aptiv, but throughout our supply chain. While, at a minimum, we comply with the laws governing each of our locations with respect to the employment of children, we also follow the standards recommended by the international Labor Organization, and prohibit employment of anyone under the age of 15 anywhere in the world.

In addition, we do not use or tolerate forced or slave labor, or any form of human trafficking. Workers are treated fairly, equally and are paid according to applicable wage laws (including minimum wage and overtime).

Aptiv recognizes and respects our employees' right to freedom of association in all countries and recognizes their right to organize and bargain collectively in compliance with local laws and regulations including working with local works councils, trade unions, etc. Employees are free to communicate openly with management regarding working conditions without fear of retaliation or intimidation.

D. Role of Managers and Supervisors

All employees of Aptiv must set an example, by words and actions, to promote our company's workplace standards and policies and to support an environment that provides equal opportunity free from discrimination. Managers and supervisors have additional obligations when it comes to promoting this environment. Employees look to their managers and supervisors for guidance as to what is allowed in the workplace and what is prohibited. It is imperative for managers and supervisors to set a good example.

For example, managers and supervisors must never:

- Encourage or tolerate a work environment that allows sexual or other harassment
- Fail to treat members of a protected class as well as other employees
- Fail to provide similar training, development and progression opportunities to all staff members

- Retaliate against an employee for filing a complaint in good faith
- Fail to make reasonable accommodations for the religious beliefs and practices of employees
- Fail to make reasonable accommodations for employees with disabilities
- Fail to take action when an employee reports they are being harassed by other employees or outside parties

Questions and Answers

Q: We are hiring for a job that requires heavy lifting—up to fifty pounds. Would it be okay to state in the job posting that we are looking for strong *male* candidates?

A: No, it would not be acceptable to exclude someone from applying for the job because of their gender. While the posting may state that candidates must be able to lift up to fifty pounds, it cannot state that candidates must be male.

E. Non- Retaliation

Retaliation is never permitted in response to a problem or complaint. Retaliation can take many forms, including:

- Harassment or demotion
- Firing, laying off, or transferring an individual to another department
- Passing over an individual for a promotion
- Creating a hostile work environment

Laws prohibit retaliation against an employee who has made a good faith complaint, filed a charge, or participated in an investigation or lawsuit.

Individuals engaging in retaliatory conduct may be subject to disciplinary action, up to and including termination. If you suspect that you or someone you know has experienced some form of retaliation for raising a compliance or ethics related issue, immediately contact the Human Resources group, the **Aptiv DRIVE Line** or Aptiv's Regional or Chief Compliance Officer.

4. Do We Have Any Related Policies?

Yes. For additional information, please review Aptiv's [Anti-Harassment Policy](#).

For additional Ethics and Compliance policies visit the Ethics and Compliance site at <https://spo.aptiv.com/sites/0110-EthicsAndCompliance>