

HARMAN

400 Atlantic Street, 15th Floor
Stamford, CT 06901 USA

☎ +1.203.328.3501

📠 +1.203.328.3951



HARMAN SUPPLIER CODE OF CONDUCT

This Supplier Code of Conduct (the "Code") applies to all suppliers (and their sub-suppliers) of goods or services to HARMAN International Industries, Incorporated and its affiliates (collectively, "HARMAN"). This Code is considered an integral part of HARMAN's business relationship with its suppliers and forms a part of any contract or agreement between HARMAN and its suppliers. All suppliers are expected to meet the standards of conduct expressed in this Code. All suppliers are subject to audit by HARMAN to ensure compliance with these standards. Any failure to comply with this Code will constitute a breach of any contract or agreement between HARMAN and the supplier, may result in corrective action up to and including termination of contractor agreement.

Integrity

A supplier should not offer any gift, gratuity, or any form of privilege to any HARMAN employee. Gifts, meals, or entertainment are permitted only if they are ordinary and reasonable, of limited value, consistent with accepted business practices and accepted ethical standards, and do not violate any law. HARMAN is subject to US law, including the Foreign Corrupt Practices Act ("FCPA") and to the UK Bribery Act 2010 ("UK Bribery Act"). HARMAN requires all of its suppliers to comply with the FCPA and the UK Bribery Act and encourages its suppliers to maintain an FCPA and UK Bribery Act compliance program. HARMAN also requires all of its suppliers to comply with all applicable laws in other countries concerning bribery, corruption, and related matters.

Compliance with applicable law

Each supplier must comply with the applicable legal requirements and standards under the laws of each country in which the supplier operates. This includes, but is not limited to, the laws and regulations governing the following: environmental standards, health, safety, employment, child labor, forced labor, human trafficking, discrimination, freedom of association and collective bargaining, and human rights. Suppliers must not use forced labor or engage in or support human trafficking.

Each supplier must ensure its products comply with applicable legal requirements in each country (1) where the supplier's products are delivered to HARMAN or (2) where HARMAN has notified the supplier that the supplier's products will be sold.

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Environmental, Health and Safety

Each supplier must comply with applicable environmental, health and safety standards.

Each Supplier must provide safe and healthy working conditions for its employees.

Each Supplier is required to actively support HARMAN in minimizing potential adverse environmental, health and safety impact during the various phases of the life of the HARMAN products from development to disposition through manufacturing, disposition and usage.

HARMAN has adopted the Social Accountability 8000 (SA8000) as the reference standard for this Code.

This standard will eliminate confusion in terms of criteria and definitions of terms.

HARMAN has selected to reference and focus on the following criteria in the SA8000 standards:

Child Labor

Forced Labor (which includes human trafficking)

Freedom of Association and Right to Collective Bargaining

Health & Safety

Discrimination

Disciplinary practices

Working hours

Compensation

The requirements of these standards are briefly described for your understanding and reference below.

1) Child Labor

HARMAN does not allow child labor to be used in its supply chain (including HARMAN's suppliers and their sub-suppliers). A "child" is any person under 15 years of age, or as defined by the International Labor Organization Conventions, national laws or any other applicable law or standard, depending upon which is the most stringent.

2) Forced Labor and Human Trafficking

HARMAN prohibits all kinds of forced or compulsory labor in its supply chain (including HARMAN's suppliers and their sub-suppliers) under any conditions, including bonded, forced, and/or compulsory prison labor. Full disclosure to workers of terms and conditions of employment must be made and should in no way be linked to workers making payments or becoming indebted in any way.

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Suppliers may not, directly or indirectly, engage in or support trafficking in human beings. Suppliers may not, directly or indirectly, recruit, transfer, harbor or receive any worker by means of threats, force, coercion or deception.

3) Freedom of Association and Right to Collective Bargaining

Suppliers shall respect the right for, and not interfere with, workers in forming, joining, organizing, representing, and administering trade unions of their choice and bargaining collectively with the supplier, to the extent of the law. Management of suppliers must ensure workers and representatives are not subjected to discrimination, harassment, intimidation, or retaliation for participating in unions.

4) Health & Safety

Suppliers must ensure workers have a safe, healthful and hazard free workplace where adequate preventive measures are taken to avoid health and safety hazards and accidents both in short and long term. Workers should be able to perform their functions throughout their adult lifetime without actual or latent occupational health damage. Management of suppliers is responsible for workplace and dormitory (if applicable) conditions and therefore, for ensuring that worker training and the overall occupational health and safety program is effective.

5) Discrimination

HARMAN requires suppliers to seek to ensure equal treatment for all workers in all matters. Employees will be employed, trained, promoted and compensated solely on the basis of their capacity to perform the job and they will be free from all types of incident, verbal, physical and sexual harassment and other discriminatory practices. HARMAN is committed to a work environment that values inclusion, diversity, respect, and integrity. We expect suppliers to share the HARMAN commitment to human rights and equal opportunity in the workplace, including identifying and eliminating language in documentation and materials that could be interpreted as discriminatory or offensive in nature.

6) Working Hours

A regular workweek is defined as 48 hours per week or the number of hours set out by local law, whichever is shorter. Overtime hours must not exceed 12 hours per week, or the maximum number of hours established by local law, whichever is more stringent.

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**7) Compensation**

Wages earned for regular hours worked must be sufficient for the worker to feed, clothe and house the worker and the worker's dependents. Overtime should not be needed to generate a subsistence wage.

8) Disciplinary Practices

Employers must demonstrate respect at all times for each worker's mental, emotional and physical integrity in disciplinary and performance processes. Non-arbitrary and effective procedures must be used for giving written/formal warnings regarding an employee's performance and job security and for dispensing disciplinary procedures if required.

Supplier Policy and Management System; Certification

All suppliers of HARMAN MUST have a policy and management system to comply with these requirements. Certification to SA8000 is not a requirement BUT is strongly recommended. At a minimum, top supplier management must periodically review the adequacy, suitability, and continuing effectiveness of the supplier's policies, procedures, and performance results in meeting the requirements of this Code and other requirements to which the supplier subscribes. System amendments and improvements must be implemented where appropriate.

Additional Information and Certifications; Audits

All suppliers of HARMAN MUST provide additional information and certifications regarding the standards addressed in this Code as requested by HARMAN and must permit HARMAN or its representatives (including any third-party auditing organization engaged by HARMAN) to audit its books and records, facilities, and operations to verify compliance with this Code.

HARMAN must have visibility to its entire supply chain regarding the standards addressed in this Code. Accordingly, all suppliers of HARMAN MUST require their suppliers and sub-suppliers to comply with this Code, including the requirements to provide additional information and certification and to permit audits by HARMAN and its representatives.

AS OF MARCH, 2021