PURPOSE

Vishalfab (INDIA) Pvt. Ltd. ("VFPL") is committed to conducting every aspect of our business ethically, with integrity and in compliance with all applicable laws.

VFPL believes that a strong relationship with our suppliers is key to ensuring mutual success. This supplier Sustainability Policy identifies specific expectations of our suppliers. We require our suppliers to meet these expectations in their business dealings with VFPL.

VFPL does business with integrity, ethical conduct in activities, and in compliance with all applicable laws and regulations. We expect our suppliers to do the same.

SCOPE

This policy sets out minimum requirements expected from all VFPL.

LEGAL COMPLIANCE

Our suppliers are expected to comply with all applicable requirements and prevent incidents or conditions that might result in a violation of law. This includes all legal requirements regarding purchased materials used in manufacture of products/services and safety related items such as constraints on restricted, toxic, and hazardous materials.

This shall also apply to environmental, electrical, and electromagnetic considerations applicable to the origin of manufacture and sale.

HUMAN RIGHTS

Suppliers are encouraged to support and promote human rights through their operations and to maintain safe and appropriate working conditions. Suppliers shall further comply with health and safety management system international standards (e.g., ISO 45001 or equivalent).

FORCED LABOUR

Suppliers must not use or permit the use of forced, bonded or compulsory labor. This includes labour involving coercion, direct threats of violence or more subtle forms of compulsion.

CHILD LABOUR

Suppliers must not use, employ or permit any child to perform labor (being a person below the local legal minimum age for labor). Suppliers will endeavor to protect every child from economic exploitation and from performing any work that is likely to interfere with a child's education or otherwise be harmful to a child's development.

WORKING HOURS

Suppliers shall comply with applicable laws relating to working, working time and rest breaks. Suppliers shall allow employees and workers to take at least one day off per seven-day week.

ANIMAL WELFARE

Suppliers are required to comply with all legal requirements, as applicable, to the ethical treatment of animals. Suppliers shall have a stated policy related to the ethical and humane treatment of animals

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RESPONSIBLE SOURCING

Suppliers are required to comply with all applicable laws and regulations regarding ethical material sourcing, including those with respect to raw materials and production processes.

ENVIRONMENTAL SUSTAINABILITY

Suppliers are required to comply with all applicable environmental laws, rules, and regulations while using resources wisely. Suppliers are encouraged to comply with Environmental Management System ISO 14001 and shall have a documented Environmental Policy. Wherever applicable Suppliers are expected to follow REACH & RoHS compliances.

COMPLIANCE AND REPORTING

Suppliers and their business partners can make anonymous reports via the Lear website (*www.lear.com/suppliers/supplier-sustainability-policy*). Situations that can be reported include conflicts of interest, corporate opportunities, insider trading, competition and antitrust, bribery, kickbacks, violation of Foreign Corrupt Practices Act (FCPA).

SUPPLY CHAIN COMMUNICATION

Suppliers are required to communicate and enforce this sustainability policy to their subcontractors, throughout their supply chain.

DISCIPLINARY PRACTICES

Suppliers must treat all employees with respect and dignity. Suppliers must not engage in any physical or verbal abuse of employees, including unlawful harassment or other conduct that may be offensive or violate their dignity.