

Supplier Code of Conduct

According to its own understanding, MAHLE stands for innovation, responsibility, fairness and customer orientation. Our behavior is based on these values. Not only do they govern how we deal with each other and work together, they also apply to our contact with customers, suppliers, and other business partners.

Being a global company, MAHLE is aware of its social responsibility and stands by this. In order to ensure compliance with basic ethical principles and statutory provisions within its own supplier base, this Supplier Code of Conduct was developed for all suppliers of the MAHLE Group and compliance has to be ensured by all suppliers.

1. General Principles, Laws and Statutes

The supplier commits to upholding its social responsibility in all business dealings. In all its business activities and decisions, the supplier shall respect the laws in effect and any other applicable provisions in the countries where it is active.

2. Prohibition of Corruption and Bribery

Any form of corruption, extortion or embezzlement is prohibited, not to be practiced and not to be tolerated. Either at home or abroad, unethical behavior may not be used to unlawfully influence others in business dealings by exchanging gifts or offering or granting other benefits. The same applies to the unlawful acceptance of benefits.

3. Respect for the Basic Human Rights of Employees

The supplier respects and supports compliance of internationally recognized human rights. The supplier rejects every form of forced labor and may not employ any person, who is under the statutory minimum age as stated in the applicable laws.

The supplier is committed to the principle of equal opportunity when selecting and promoting its employees. In doing so, MAHLE refrains from any discriminatory treatment on the basis of age, disability, race, ethnic background, skin color, gender, pregnancy, sexual identity, nationality, religion, marital status, or other characteristics of its employees. Discriminatory behavior and sexual harassment will not be tolerated.

In accordance with local laws, suppliers will respect the rights of their employees to associate freely. Suppliers will neither advantage nor disadvantage employees who act as workers' representatives or who are members of labor unions.

4. Working Hours and Paid Holidays

Suppliers will comply with national provisions and agreements regarding working hours and paid holidays.

5. Health, Safety and Environmental Protection

In order to act in harmony with the environment and to avoid hazards to humans and the environment, compliance with all applicable health, employment and environment-related guidelines is required.

6. Adherence to Antitrust law

Suppliers will conduct their business in line with fair competition and in accordance with all applicable antitrust laws.

7. Foreign Trade

All rules under foreign trade, tax and customs law of those countries in which the supplier does business have to be complied with.

8. Trade and Business Secrets / Data Protection

Trade and Business secrets as well as all other confidential information must be kept strictly confidential. Such information is to be appropriately protected from disclosure to and inspection by third parties.

When using personal data in business dealings, privacy must be protected and the security of such data must be guaranteed.

9. Supply Chain

The supplier shall promote the compliance of the content of this Supplier Code of Conduct to the best of its ability among its suppliers and sub-suppliers.