



## SUPPLIER CODE OF CONDUCT

This Supplier Code of Conduct articulates General Motors Company's ("GM") expectations of the conduct of suppliers and business partners doing business with GM ("suppliers"). Suppliers are expected to understand and act consistent with GM's approach to integrity, responsible sourcing, and supply chain management. GM expects that its suppliers will cascade similar expectations through their own supply chains.

GM expects to do business with suppliers that meet our standards and behave consistent with, and positively reflect, GM's values throughout the supply chain. GM chooses its suppliers carefully, and expects that they will satisfy contractual requirements, comply with laws, regulations, and act in a way consistent with the principles and values of our GM Code of Conduct, Winning with Integrity, and this Supplier Code of Conduct.

### HUMAN RIGHTS

#### **Forced Labor**

Suppliers will not use slave, prisoner or any other form of forced or involuntary labor. Suppliers must take reasonable measures to ensure that all of their employees understand the terms of their employment.

#### **Child Labor**

Suppliers will not use child labor. GM has a zero tolerance policy regarding the employment of children where the age of employment is not in accordance with applicable laws.

#### **Human Trafficking**

Suppliers will not engage, directly or indirectly, in human trafficking. GM prohibits human trafficking abuses.

#### **Conditions of Employment**

Suppliers will comply with applicable laws regulating work hours, wages and benefits. Employees must be paid in a timely fashion that meets or exceeds legal minimum standards.

#### **Labor Brokers**

If necessary for a supplier to use a labor broker, the supplier will ensure the broker employs ethical recruitment practices, complies with applicable laws, and does not withhold identity documents.

#### **Harassment & Discrimination**

Suppliers will not discriminate on the basis of gender, color, race, national origin, religion, sexual orientation, age, veteran status, disability or gender identity. Harassment or discrimination of any kind will not be tolerated.

### **Freedom of Association and Collective Bargaining**

Suppliers will comply with applicable laws that recognize and respect the rights of employees to freedom of association and collective bargaining.

## **HEALTH & SAFETY**

### **Workplace**

Suppliers will provide clean, healthy and safe environments for their employees that meet or exceed legal standards. Suppliers will have safety procedures for their employees and tracking tools that drive to a goal of zero workplace safety incidents. Supplier employees will have the right to refuse work and report any conditions that do not meet these criteria.

### **Vehicle**

Suppliers and contractors will promptly communicate any safety concern related to GM vehicles. “Speak Up for Safety” is a program that suppliers and contractors working on behalf of GM can use to report vehicle safety concerns and make suggestions to improve safety. Safety concerns or suggestions can be made at any time by reporting them using one of several methods outlined in the link below.

## **ENVIRONMENT**

### **Continuous Improvement**

Suppliers will increase efficiency throughout their companies and take measures to reduce their carbon footprint, energy use, water use, wastes, and other emissions. Over time, GM expects suppliers will establish targets and be transparent in their progress toward their targets.

### **Responsible Stewardship**

Suppliers will look to conserve resources and protect the communities and environment that surround them. GM encourages its suppliers to develop and diffuse environmentally friendly technologies and to increase the use of renewable energies.

## **BUSINESS INTEGRITY**

### **Anti-Corruption/Anti-Bribery**

Suppliers will not tolerate corruption, bribery, embezzlement or fraud in any form. This includes giving or receiving anything of value, including money, gifts or unlawful incentives to improperly influence negotiations or any other dealings with governments and government officials, customers, or any other third parties.

### **Ethical Behavior**

Suppliers will avoid conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with applicable law, including those laws pertaining to: anti-competitive business practices, respect for and protection of intellectual property, company and personal data, export controls and economic sanctions.

### **Reporting and Non-Retaliation**

Suppliers will provide an adequate mechanism for their employees to report integrity concerns, safety issues and misconduct without fear of retaliation. Suppliers will also appropriately investigate reports and take corrective action, if needed. Suppliers will prohibit retaliation.

### **Stakeholder Engagement**

Suppliers will communicate these or substantially similar codes to their suppliers and subcontractors. Suppliers will continuously improve their sustainability and stakeholder engagement progress. GM also encourages suppliers to work closely with local communities to implement projects and strategies that improve the community and those who live there.

Suppliers will develop and implement appropriate internal business processes and policies to ensure compliance with applicable law and this Supplier Code of Conduct. Suppliers will be able to demonstrate compliance with this Code upon our request and will take any action to correct any non-compliance.

### **Reporting Integrity Concerns to GM**

Subject to any restriction posed by law, suppliers will promptly inform GM of any concern related to issues governed by this Supplier Code of Conduct. GM policy prohibits retaliation against any person reporting such a concern. To report a concern, suppliers can always speak directly to their GM Global Purchasing and Supply Chain representative. In addition, the GM Awareline allows employees, contractors, suppliers and others to report concerns of misconduct affecting GM. Individuals can file a report 24 hours a day, 7 days a week by phone, web, or email. Individuals filing reports on the GM Awareline can remain anonymous, as permitted by law. The regional link to access information for GM's Awareline is located [here](#).

## **GM POLICIES**

This Supplier Code of Conduct draws upon several of GM's policies, principles and practices. We encourage individuals to directly access and familiarize themselves with the following GM policies:

GM's Code of Conduct, [Winning with Integrity](#)

GM's [Human Rights Policy](#)

GM's [Conflict Minerals Policy](#)

GM's [Speak Up for Safety](#)