



## Guiding Principles for Social Responsibility and Sustainability

### Quote of our Chairman of the Board (Mr. Jeff Edwards)

“Within Cooper Standard we are committed to the highest levels of integrity and social responsibility as we conduct our business around the world. Cooper Standard has a long and strong history of social responsibility. Our commitment to these guiding principles is essential to maintaining our high standards as we grow and expand our global business.”

These Guiding Principles for Social Responsibility and Sustainability define our philosophy for the treatment of people and the environment, and our business ethics throughout our global operations. Given our global footprint, these guiding principles are general in nature. However, they serve as the basis behind everything we do that affects people and the environment. In many cases, regional policies and procedures will provide further detail if/when required to ensure local compliance.

### Core subjects of Social Responsibility:

There are 7 recognized Core Subjects with respect to Social Responsibility. These are:

1. **Organizational Governance**
2. **Human Rights**
3. **Labor Practices**
4. **Environment**
5. **Fair Operating Procedures**
6. **Consumer Issues**
7. **Community Involvement**

### 1. **Organizational Governance:**

#### **Code of Business Conduct and Ethics**

Our Corporate Responsibility Committee developed and published the Code of Conduct to ensure the accountability and transparency of our business dealings.

The Code details the means by which we ensure that everyone with whom we deal—employees, customers, suppliers, shareholders, and the public—will feel confident that Cooper Standard and its people will act with honesty, integrity, and fairness.

## **2. Human Rights:**

### **Equal Opportunity and Anti-Harassment**

As stated in Cooper Standard's Code of Conduct, "Cooper Standard is committed to providing equal opportunity in all aspects of employment and a work environment free of unlawful discrimination or harassment of any kind."

Holding human rights as a priority, we will not tolerate harassment or discrimination on the basis of sex, race, color, creed, religion, age, ethnic or national origin, marital/parental status, disability, sexual orientation, or veteran status.

Cooper Standard recognizes that the minerals trade has a role in financing the ongoing conflict in the Democratic Republic of the Congo ("DRC") and the associated atrocities and human rights abuses. We support the goal of Sec. 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act to discourage companies from using "conflict minerals."

## **3. Labor Practices:**

### **Child Labor**

Cooper Standard will not use child labor. The minimum age for employment shall be 15 years of age or the legal minimum age for employment, whichever is greater under the local applicable laws and regulations.

Job training or apprenticeship programs permitted under the local applicable laws and regulations may be considered on an individual basis.

### **Forced Labor**

Cooper Standard will not use forced labor. This will ensure that all work is voluntary and employees are free to leave work or terminate their employment.

### **Health & Safety**

The Cooper Standard Code of Conduct reinforces that the Company is committed to complying with applicable laws and effectively maintaining a safe workplace.

Further to this, our global [Health, Safety & Environmental Policy](#) supports our commitment to protect, preserve, and improve the environment in which we work and live, complying with all applicable regulations, and where required, establishing core requirements that go beyond legislative statutes.

Cooper Standard has established goals to reach world-class safety performance and ultimately zero injuries via our Total Safety Culture initiative.

### **Work Hours**

Cooper Standard will comply with all applicable laws with respect to working hours.

### **Wages and Benefits**

Cooper Standard will ensure our employees are compensated fairly in compliance with local laws, including but not limited to those related to overtime, minimum wage, legally mandated benefits, etc.

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

Cooper Standard recognizes our employees' rights to freely associate (or not) and to bargain collectively. We work constructively with representatives for the employees to promote the interests of all. In those locations where there are no employee associations, we will ensure there is a means for employee concerns to be communicated and responded to.

## 4. Environment:

### Health, Safety & Environmental Policy

The Cooper Standard [Code of Conduct](#) reinforces that the Company is committed to complying with applicable laws and effectively maintaining a safe workplace.

Further to this, our global [Health, Safety & Environmental Policy](#) supports our commitment to protect, preserve, and improve the environment in which we work and live, utilizing environmentally sustainable strategies to efficiently use energy and natural resources, manage materials responsibly, and reduce emissions and waste.

## 5. Fair Operating Procedures:

### Bribery and Corruption

Bribery is prohibited at Cooper Standard. Corrupt practices as defined by the Foreign Corrupt Practices Act (FCPA) are forbidden. Cooper Standard's Code of Conduct and Anti-Corruption Policy detail our policy with respect to Bribery and Corruption.

### Social Responsibility in the Supply Chain

Every organization in the supply chain is responsible for complying with applicable laws and regulations and for its own impacts on society and the environment. Cooper Standard will re-enforce our Guiding Principles as we communicate within the supply chain, mentoring and learning from our global supply base.

In addition, our suppliers are expected to take part in stopping the devastating humanitarian crisis in the DRC by working to identify the source of their conflict minerals to the greatest extent possible.

## 6. Consumer Issues:

Cooper Standard's products are not sold directly to consumers. In this regard we have minimal contact with the consumer. However as and where required we provide information necessary to our customers to ensure they can support the consumer, provide them knowledge and protect their health and safety.

## 7. Community Involvement:

### Community Engagement & Indigenous People

Cooper Standard considers the communities around our facilities including local associations or groups representing a potentially vulnerable people living in those communities to be among our most important stakeholders. We will work constructively with recognized representatives who have an interest in Cooper Standard's projects and activities in an effort to achieve a mutual benefit.

To further demonstrate Cooper Standard's commitment to giving back to our communities, the [Cooper Standard Foundation](#) has been developed to strengthen the communities in which Cooper Standard employees work and live through the passionate support of children's charities, education, health and wellness and community revitalization.