

## SUPPLIER CODE OF CONDUCT

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At Cooper Standard, we are more than just what we make. From the board room to the lunchroom, our core values are the heart and soul of the company. Diverse Talent, Integrity, Community Partner, Total Safety Culture, Quality and Continuous Improvement are not just words on paper at Cooper Standard: they are how we work every day, everywhere.

Cooper Standard expects all of its suppliers to engage in responsible supply chain practices and to comply with this Supplier Code of Conduct (this “Code”). The provisions of this Code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a supplier and Cooper Standard or any of its subsidiaries or affiliates. We expect suppliers to hold their supply chain, including subcontractors, third party labor agencies and any contract and seasonal workers, to the same standards contained in this Code. This Code does not create any third-party beneficiary rights or benefits for suppliers, subcontractors, their respective employees or any other party.

Cooper Standard respects the law in its business operations and expects all of its suppliers to do the same by complying with all laws that apply to their respective businesses and their work with us, our subsidiaries and our facilities. In case of any conflict between what the law requires and the standards of this Code, each Supplier must meet the higher standard.

### INTEGRITY

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Everyone who works for and does business with Cooper Standard is expected to act with integrity, make the right decisions and take the right actions in compliance with applicable laws and regulations in the countries and jurisdictions in which they operate. Each supplier must be able to demonstrate compliance with this Code upon Cooper Standard’s request and take action to correct any noncompliance. Cooper Standard, its subsidiaries and affiliates reserve the right to audit any supplier’s compliance with this Code and to terminate any agreement or arrangement with any supplier who cannot or will not demonstrate compliance with this Code.

**Anti-Corruption and Anti-Bribery:** Suppliers shall comply with all anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, as well as all local anti-corruption laws prohibiting commercial and governmental bribery. Specifically, no supplier can offer or accept any bribe, kickback, favor or anything of value; engage in any extortion or embezzlement; or use any improper influence when dealing with government officials or in any business arrangements in order to obtain an improper advantage. In addition, Suppliers are prohibited from providing or offering gifts to Cooper Standard employees that could inappropriately influence Cooper Standard’s business decisions or gain an unfair advantage.

**Fair Competition and Anti-Trust:** Suppliers will operate honestly and ethically throughout the supply chain and in accordance with applicable law, including those laws pertaining to anti-competitive business practices.

**Books and Records:** Suppliers shall maintain accurate and transparent financial books, business

records and accounts. Suppliers must keep an accounting of all payments (including any gifts, meals, entertainment or anything else of value) made on behalf of Cooper Standard or out of funds provided by Cooper Standard. Suppliers must furnish a copy of this accounting to Cooper Standard upon request.

**Conflicts of Interest:** Employees of Cooper Standard should act in the best interest of the Company. Accordingly, employees should not have any financial interest or employment arrangement with a supplier that might conflict, or appear to conflict, with the employee’s obligation to act in the best interest of Cooper Standard. If a supplier employee has a family relation (spouse, child, parent, sibling, grandparent, mother- or father-in-law, sister- or brother-in-law, grandchild, domestic partner) to a Cooper Standard employee, or if the supplier has any other relationship with a Cooper Standard employee that might represent a conflict of interest, the supplier should disclose this fact to Cooper Standard.

**Non-Retaliation:** Suppliers shall prohibit retaliation against employees who report a compliance or ethical issue learned during the course of work performed for Cooper Standard or who cooperate in good faith with the investigation of a complaint.

**Conflict Minerals:** To facilitate an assessment of upstream supply chain compliance, Suppliers must be able to disclose supply chain mapping back to the primary origin associated with the products or services provided to Cooper Standard, its subsidiaries and affiliates for products which contain tin, tungsten, tantalum, gold or any other material or derivative designated by the U.S. State Department as a “conflict mineral”. More specifically, suppliers are required to undertake reasonable due diligence with their supply chains to assure that conflict minerals are being sourced from mines and smelters outside The Democratic Republic of the Congo (“DRC”) or an adjoining country (collectively, the “Conflict

Region”) or, if sourced within the Conflict Region, from mines and smelters that have been certified by an independent third party as DRC conflict free. To the extent any supplier does not currently have this capability, such a supplier is required to disclose its future plans to do so. Suppliers shall make all disclosures to Cooper Standard upon request within a timely manner.

**Confidentiality and Data Security:** Suppliers should protect our confidential information by keeping it secure (whether in paper, electronic or other media. Suppliers who have been given access to confidential information as part of the business relationship should not share this information with anyone unless authorized to do so by Cooper Standard, even after our business relationship ends. Suppliers should not trade in securities, or encourage others to do so, based on confidential information received in the course of providing services to or acting on behalf of Cooper Standard. If a supplier believes it has been given access to Cooper Standard’s or any other third party’s confidential information in error, the supplier should immediately notify its contact at Cooper Standard and refrain from further distribution of the information. Similarly, a supplier should not share with anyone at Cooper Standard information related to any other company if the supplier is under a contractual or legal obligation not to share the information.

**Reporting:** Suppliers shall create internal programs, processes and procedures for handling reports of workplace grievances, including, anonymous reports. Suppliers shall also promptly report actual or suspected violations of law or this Code to Cooper Standard. This includes actual or suspected violations by any employee or agent acting on behalf of either the supplier or Cooper Standard. A supplier’s relationship with the Company will not be affected by an honest report of potential misconduct. To report a concern anonymously, visit [www.CSIntegrityLine.com](http://www.CSIntegrityLine.com) for both online and international telephone options. Suppliers and their employees can also contact Cooper Standard at [ethicsandcompliance@cooperstandard.com](mailto:ethicsandcompliance@cooperstandard.com).

## HUMAN RIGHTS

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Cooper Standard requires each of its suppliers to conduct its activities in accordance with the International Labour Organization’s 1998 Declaration on Fundamental Principles and Rights at Work and the United Nations Universal Declaration of Human Rights.

**Forced Labor:** Suppliers will not use any form of slave, forced, bonded, indentured or involuntary labor. Suppliers will not engage in human trafficking or exploitation or import goods tainted by slavery or

human trafficking. Suppliers will not require payment of fees or the surrendering of government-issued identification, passports or work permits as conditions of employment.

**Child Labor:** Suppliers shall ensure that no underage labor has been used in the procurement, production or distribution of their goods or services. Suppliers will not employ children less than 15 years of age or 14 years of age where local law allows. Suppliers shall ensure that legally young workers, under 18 years of age, are not permitted to perform hazardous work, overtime, or night shift work.

**Freedom of Association and Collective Bargaining:** Suppliers shall recognize and respect the right to collective bargaining and the rights of employees to associate or not to associate with any group, as permitted by law and in accordance with all applicable laws and regulations.

**Employment Status:** Suppliers shall employ only workers who are legally authorized to work in their location and facility and are responsible for validating employees’ eligibility to work through appropriate documentation.

**Anti-Discrimination and Fair Treatment:** Suppliers shall encourage a diverse workforce and treat employees with fairness, dignity and respect. There will be no unlawful discrimination, harassment or abuse of any kind.

**Wages and Benefits:** Suppliers shall provide employees with compensation that includes wages, overtime pay, premium pay and benefits that meet or exceed the legal minimum standards. Suppliers shall pay employees equal pay for equal work without discrimination. Suppliers shall pay employees in a timely fashion and make no deductions from pay for disciplinary reasons.

**Working Hours:** Suppliers shall comply with all applicable laws regulating hours of work, including the maximum number of working hours and overtime. Suppliers shall ensure workers have the holidays and rest hours required by local law.

## TOTAL SAFETY CULTURE AND CORPORATE RESPONSIBILITY

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We ensure a safe and respectful environment with a focus on environmentally responsible materials, products and procedures.

**Health and Safety:** Suppliers shall provide employees with a safe, respectful, clean and healthy work environment. Each supplier is responsible for integrating comprehensive health and safety management practices and job-specific risk assessment, risk management and safety training into its business. Suppliers shall give their employees the

right to refuse unsafe work and report unsafe or unhealthy working conditions. Each supplier will meet or exceed applicable laws and industry standards in this area. Suppliers will maintain a program to achieve continuous improvement in workplace safety. Suppliers will provide only products and services that are safe and in compliance with all applicable local and national laws.

**Environment:** Suppliers shall operate its Facilities in compliance with all environmental laws, including laws and international treaties relating to waste disposal, emissions, discharges, and hazardous and toxic material handling. Suppliers shall manage, measure and minimize the environmental impact of their facilities and demonstrate continuous improvement in areas such as air emissions; waste reduction, recovery and management; water use and disposal; energy usage; and greenhouse gas emissions. Suppliers will look to conserve resources

and protect the communities and environment that surround them.

**Chemical Compliance:** Suppliers shall maintain programs to actively participate in and comply with the requirements of all applicable chemical-related laws, such as Europe's REACH and RoHS and the automobile industry's International Material Data System.

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

By signing below, you agree that you have read this Supplier Code of Conduct and agree to abide by all its terms.

Supplier Company Name: \_\_\_\_\_  
Company Representative Signature: \_\_\_\_\_  
Company Representative Name (Printed): \_\_\_\_\_  
Date: \_\_\_\_\_