



Stoneridge Global Human Rights and Working Conditions Policy

1.0 Purpose / Scope

Stoneridge is committed to the principles outlined in this Global Human Rights and Working Conditions Policy (“Policy”). We recognize that respecting and protecting human rights is not only a legal obligation but also an ethical responsibility. By upholding these standards, we create sustainable and socially responsible business practices that contribute to the well-being of individuals and communities worldwide.

2.0 Application

Stoneridge acknowledges internationally recognized human rights standards, and this Policy aligns with many of the key principles identified in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

This Policy is intended to supplement (and not amend) the Stoneridge Code of Conduct, Core Values, Global Policies, and other policies and practices developed in accordance with local regulations and requirements. All Stoneridge directors, officers, employees, interns, consultants, and contractors must fully understand and comply with this policy. In addition, Stoneridge incorporates an expectation into our Supplier Code of Conduct that our suppliers will take measures to align with the expectations outlined in this Policy and cascade them through their own supply chains.

3.0 Objectives

Every person has dignity and value. One of the ways that we recognize the fundamental worth of every person is by acknowledging and respecting their human rights. Human rights are a set of principles concerned with equality and fairness. Stoneridge is committed to maintaining high standards for human rights throughout our business. The components of this policy are as follows:

a. Non-Discrimination and Equal Opportunity

Stoneridge is committed to providing a workplace free from discrimination or harassment and ensuring equal opportunities for all individuals, regardless of their race, color, national origin, citizenship status, minority status, religion, physical or mental disability, marital status, age, genetic information, military status, sex, sexual orientation, pregnancy, gender, or gender identity, expression, or stereotype, or any

other status protected by applicable law.

b. Ethical Recruiting

Stoneridge utilizes hiring practices that align with our Core Values. We strive to ensure fairness, transparency, and respect throughout all stages of the recruitment process. We commit to engaging only with external recruitment agencies that share these values.

c. Labor Practices

Stoneridge strictly prohibits the use of forced or compulsory labor, including child labor, human trafficking, debt bondage, any form of modern-day slavery, or any similar form of non-voluntary working arrangement.

d. Diversity, Equity, and Inclusion

Stoneridge is committed to building an inclusive workplace where all employees can grow, excel, and contribute to our success in a meaningful way. As part of this effort, we are committed to attracting and developing a diverse workforce that reflects the communities around us.

e. Safe and Healthy Working Conditions

Stoneridge is committed to providing a safe and healthy working environment for all employees and workers. We comply with relevant health and safety laws and regulations. We assess and manage workplace risks, provide appropriate training, and empower employees to actively participate in maintaining a safe and healthy workplace.

f. Working Hours, Benefits, and Wages

Working hours, overtime hours, legally mandated benefits, breaks, holidays and leave periods comply with local laws, regulations, and any applicable collective bargaining agreements.

g. Freedom of Association and Collective Bargaining

Stoneridge respects our employees' right to join or form a labor or trade union of their choice. We engage in meaningful dialogue and collective bargaining processes with applicable Unions and Works Councils to address any concerns or grievances raised by employees or their representatives. Stoneridge also respects the right of workers to refrain from such activities without fear of retaliation, intimidation, or harassment.

h. Responsible Sourcing of Minerals

Under the provisions of its Conflict Minerals Statement, Stoneridge conducts due diligence on the source and chain of custody of Tantalum, Tin, Tungsten, and Gold that may be present in its products. Stoneridge requires its suppliers to submit an annual Conflict Minerals Reporting Template (CMRT). Stoneridge's suppliers are also subject to survey and audit by third parties to demonstrate compliance with the Dodd-Frank Wall Street Reform and Consumer Protection Act and other requirements regarding the responsible sourcing of minerals.

i. Use of Private or Public Security Services

Stoneridge is committed to conducting due diligence on security services hired to provide onsite services at our facilities.

4.0 Interpretation

Any person with questions regarding the interpretation, scope, and application of this policy should contact the Stoneridge Compliance or Legal Department.

5.0 Additional Information

This Policy is accessible on the [Stoneridge website](#), Stoneridge Sustainability intranet site, and is also available from Human Resources and the Compliance Department.

Report violations of this Stoneridge Policy or any law or regulation. You may report violations or suspected violations by contacting the Human Resources leader at your location, by contacting the Stoneridge Compliance Department at compliance@stoneridge.com, or through our Stoneridge Integrity Helpline by visiting www.stoneridgeintegrityhelpline.com. You may be able to make Helpline reports anonymously, where permitted by local law.

REVISION HISTORY

Rev.	Date	Description
	4/1/24	Initial release