



Corporate Responsibility Policy

ADVICS North America, Inc.



Corporate Sustainability Policy

ADVICS North America, Inc.



ADVICS is committed to making efforts towards improving the health of the people and the environment around the world. As a manufacturer of safety critical components, ADVICS understands the impact that quality and design have on the lives of our customers. Our mission is to add value to society by creating products that improve safety and comfort in an environmentally responsible manner.

Each division within ADVICS works to improve the communities in which our products are made, sold, and used. Our commitment starts from the first stages of product design, through the manufacturing process, to the use and disposal of our products.

To ensure a path of sustainable growth, ADVICS focuses on the following areas. Each area is vital to continued success in the development of a strong, positive global presence.

The following policies and practices regarding Sustainability at ADVICS are covered in this document:

ENVIRONMENTAL RESPONSIBILITY

PRODUCT DESIGN

QUALITY

PLANT SAFETY

BUSINESS ETHICS

COMMUNITY

TEAM MEMBERS

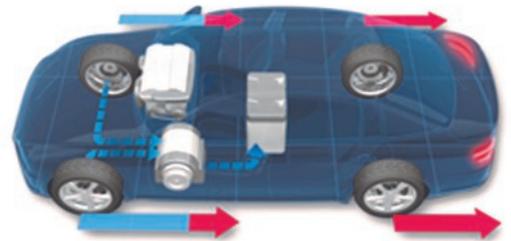
GLOBAL WORKING CONDITIONS

For more information, visit www.ADVICS-NA.com



ENVIRONMENTAL RESPONSIBILITY

ADVICS technologies are designed to maximize fuel efficiency and reduce emissions. Our product designs are continuously improved to focus on these areas. ADVICS' regenerative brake system reuses kinetic energy recovered during hydraulic braking, increasing energy efficiency.



In addition to reducing emissions, ADVICS continuously works to improve the materials of our brake systems to reduce weight and eliminate potentially harmful substances from our friction material.



All ADVICS' North American plants are ISO14001 certified and are committed to efforts such as:

- Zero Waste
- Conserve Energy
- Conserve Resources
- Zero Landfill
- Recycling programs
- Waste reduction

Each plant works towards 100% team member commitment by communicating policies to all employees, suppliers, and vendors. Each team member throughout the organization is individually responsible and committed to the implementation of sustainable practices.



SUSTAINABILITY THROUGH PRODUCT DESIGN

Safety is critical to ADVICS when it comes to both our customers and our team members. Our products are engineered to reduce CO₂ emissions, improve fuel efficiency, and improve safety on roads all over the world.



Electronic Stability Control (ESC)

ADVICS' integrated technologies combine multiple functions into one unit. Combined with design improvements, the resulting product is a lighter, more streamlined system.

These technologies not only improve safety by improving stability, mitigating rollover, decreasing stop time, and reducing damage from accidents. The smaller size and simplified fluid passage help improve fuel efficiency.



Integrated Hydraulic Booster (HB-Ci)

Combining actuation and control systems, the HB-Ci unit from ADVICS improves brake performance with higher output and faster response.

ADVICS' integrated hydraulic booster technologies provide Hybrid and small engine vehicles with advanced stopping performance without compromising fuel efficiency.

Hydraulic Energy Storage System (ECB-R)

Hydraulic energy storage results in improved energy efficiency in regenerative braking system used in Hybrid vehicles.



Aluminum Caliper

The aluminum caliper contributes to fuel efficiency through weight reduction without compromising functionality or quality compared to cast iron.



QUALITY

ADVICS goal is to go exceed our customer's needs for product quality. We understand that quality impacts our communities as well. Reducing scrap due to quality defects results in less waste, improved efficiency, reduced costs, and improved customer satisfaction. We design our plants to function at the best possible efficiency level to save time and resources.



PLANT SAFETY



Team member safety is imbedded in our company culture. By implementing best practices across all of our plants, ADVICS creates a safe and healthy environment for our team members.



BUSINESS ETHICS

In accordance with the AIAG CSR Guidance, ADVICS believes the basis for sustainable and successful business activity is to have integrity and transparent business practices. ADVICS endeavors to operate honestly and equitably in accordance with local law, including those pertaining to:

Corruption
Protection of Intellectual Property
Export Controls

Anti-competitive Business Practices
Conflicts of Interest
Respect for Company and Personal Data

COMMUNITY



Within the communities we serve, ADVICS is recognized as a good corporate citizen. Through active involvement of our company and team members, ADVICS contributes to the economic and social development of our community. Our team members participate on local boards and volunteer their time in community support organizations. Through our partnership with organizations such as the United Way, our company and team members make generous

donations to many local causes.

ADVICS aims for sustainable, profitable growth to support the economic development in the communities where our plants are located.



TEAM MEMBERS

ADVICS is founded on principles of respect, teamwork, cooperation and excellence. Our success is based upon our ability to fully develop and utilize the skills, abilities, and talents of every team member working together toward quality and productivity improvements.



As a global company, we recognize that our strength comes from our diverse and talented workforce; we look to take the best ideas from around the world. By working together, building upon common values and goals, we are able to create a competitive advantage from our diversity.

HARASSMENT AND DISCRIMINATION POLICY

As a result, ADVICS is committed to a workplace free from unlawful discrimination, which includes sexual harassment and other forms of harassment because of one's race, color, religion, gender, national origin, age, disability or other in accordance with local laws. Any form of harassment undermines the ADVICS principles of conducting our business in a professional and ethical manner and is not tolerated.

OPEN COMMUNICATIONS

Our success, now and in the future, comes from our ability to work together as a team to confront and solve the problems facing our business. Teamwork requires an atmosphere of open communication and mutual trust.

ADVICS is committed to a positive and open communications climate. Every team member should know the status of the business and the progress toward Company goals and have the opportunity to share and contribute his/her ideas to improve the operation and the Company.

ADVICS adheres to an "Open Door" policy that provides access to any manager for the constructive resolution of problems or complaints without the fear of intimidation or reprisal.

WORKING CONDITIONS

The excellent working conditions and benefits that ADVICS provides team members comes from a respect for our people and a belief that our future depends on team members who care about our company and our customers. Our good benefits and secure employment derive from our ability to work together to provide the high quality, innovative products our customers depend on every day.



GLOBAL WORKING CONDITIONS

HUMAN RIGHTS

ADVICS respects human rights on a global level and prohibits inhumane practices such as child labor and forced labor.

SUSTAINABLE RAW MATERIALS

Responsible material procurement is an integral part of ADVICS' supply chain management. This extends to materials which are sustainable from both an environmental and humanitarian perspective. Our goals are to avoid the procurement or use of materials which are obtained through unethical or unlawful means or sources, and to select materials for our products which are produced or sourced in a sustainable manner. We extend this responsibility to our suppliers.

CONFLICT MINERALS

The U.S. Securities and Exchange Commission ("SEC") adopted final rules to implement reporting and disclosure requirements related to "conflict minerals," as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. These rules require manufacturers who file certain reports with the SEC to disclose whether the products they manufacture or contract to manufacture contain "conflict minerals" that are "necessary to the functionality or production" of those products. ADVICS supports ending the violence and human rights violations in the mining of certain minerals from a location described as the "Conflict Region", which is situated in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries.

DIVERSITY

ADVICS' commitment to fostering, cultivating and preserving a culture of diversity and inclusion, is an important part of our company vision. ADVICS is committed to having a supply base and employee base which closely reflect the diversity of our customers. We recognize that partnering with people who provide a diversity of ideas creates a significant competitive advantage for ADVICS.



ADVICS North America Locations

ADVICS North American Headquarters

1650 Kingsview Dr.
Lebanon, OH 45036
513-696-5450

ADVICS Technical Center

45300 Polaris Ct.
Plymouth, MI 48170
734-414-5100

ADVICS Manufacturing Ohio, Inc.

1650 Kingsview Dr.
Lebanon, OH 45036
513-932-7878

ADVICS Manufacturing Indiana, LLC

10550 James Adams St.
Terre Haute, IN 47802

SAFA, LLC

1621 Lukken Industrial Dr. W.
LaGrange, GA 30240
707-812-0007

For more information,
or to contact ADVICS, please visit:

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