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AIAG Global Working Conditions Guidance Statement

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Powertrain Control Solutions requires its suppliers to follow the below working conditions that align with AIAG's *Guiding Principles to Enhance Sustainability Performance in the Supply Chain* and *Global Automotive Sustainability Practical Guidance*. Both of these documents can be found and reviewed for free at <https://www.aiag.org/corporate-responsibility>.

Child Labor

Companies shall prohibit the use of child labor. Employee age must align with statutory/regulatory labor laws.

Forced Labor

Companies shall prohibit the use of any type of forced labor.

Freedom of Association

Companies shall let employees openly communicate, without the fear of harassment, intimidation, or reprisal, with upper management about working conditions. This freedom of association also includes the right to let employees join labor unions, seek representation, partake in labor councils, and bargain collectively in accordance with any statutory/regulatory laws in regards to the above.

Harassment and Discrimination

The workplace shall be harassment free. There shall be no toleration of any type of discrimination in direct regards to employment and/or occupation. Companies should be equal opportunity employers.

Health and Safety

Companies should provide employees with a safe work environment that aligns with statutory/regulatory laws in regards to health and safety.

Wages and Benefits

Companies shall provide employees with wages and benefits that follow any statutory and regulatory laws. These may include but are not limited to minimum wage and over-time pay.

Working Hours

Companies shall follow any statutory and regulatory laws regarding working hours and over-time pay.