



Powertrain Control Solutions, LLC

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ID: Human Rights

Human Rights Policy

Rev: 1

Date: 2/11/21

## Powertrain Control Solutions Human Rights Policy

### COMMITMENT

At Powertrain Control Solutions we commit to respecting the human rights as defined in the *Universal Declaration of Human Rights (UDHR)* and *AIAG's Global Working Conditions Guidance Statement (GWCGS)*.

This policy applies to Powertrain Control Solutions and our business partners, vendors, and suppliers.

We believe that all the freedoms and rights listed in the above guidance statements are fundamental human rights, and we are taking steps to improve our approach across our business. We believe that our business can help to promote human rights through our manufacturing and engineering services, but also acknowledge that without proper oversight, it can present risks to human rights as well.

### APPROACH AND KEY IMPACT AREAS

Our approach to human rights begins with understanding how our activities, including our products and services, as well as the activities of our business partners, may impact, either positively or negatively, our rightsholders. These include Powertrain Control Solutions' employees, its supply chain, and its community of which it resides and serves.

We strive to ensure that the rights of these rightsholders are respected and promoted through our activities and those of our business partners. We work to meet this commitment through the activities outlined below.

**Fair and Safe Work:** We believe workers should be treated with dignity, respect, and fairness, and should not be subject to harassment, discrimination, forced labor, or inhumane treatment. We are working continuously to providing a safe, inclusive work environment for our employees. To promote these values across our supply chain, we include a link to this statement and AIAG's *Global Working Conditions Guidance Statement* via a link on all Purchase Orders administered by Powertrain Control Solutions.

**Equal Employment Opportunity:** We believe in the equality of opportunity and treatment wherein human dignity prevails. We are committed to enhancing balance in our workforce and empowering all walks of life across our value chain. This can have positive impacts on their families, their children's education, and health, and can also make them less vulnerable to discriminatory violence.

**Partnerships:** We believe in doing business with partners that share our values and commitments to respect human rights. While we strive to work only with partners that share our human rights commitments, sometimes this might not always be the case. To mitigate risks of human rights violations in our supply chain, we will strengthen our due diligence and review process, including a review of the potential supplier's commitment to human rights as they align with this statement, the UN'S *UDHR*, and AIAG's *GWCGS*.



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### **GOVERNANCE AND REMEDIATION**

Human rights at Powertrain Control Solutions are part of our wider strategy and is implemented through policies and procedures. Human Rights are discussed in periodic Management Reviews, which consists of a cross-functional team made up of various members within the company. This cross-functional team is referred to as the Leadership Team.

Ultimate oversight and operational oversight of human rights at Powertrain Control Solutions falls with our Leadership Team.

In line with the expectations articulated in the UN Guiding Principles on Business and Human Rights (Guiding Principles), Powertrain Control Solutions provides several grievance channels for employees and other stakeholders to report concerns about human rights and receive remedy, including through email ([humanrights@powertraincontrol.com](mailto:humanrights@powertraincontrol.com)) and confidential meetings.