
REVIEWED AND ACCEPTED BY THE BOARD OF DIRECTORS ON NOVEMBER 24, 2021

1.0 PURPOSE

Respect for internationally recognized human rights is a fundamental value of Westport Fuel Systems Inc., its subsidiaries and affiliates (“**Westport**”). Westport recognises that all human rights are universal, indivisible, interdependent, inter-related, inalienable, equal and non-discriminatory.

This human rights policy (“**Policy**”) states Westport’s commitment to all of its employees, and to its suppliers, contractors and subcontractors at any tier, business partners, and other entities, external stakeholders or persons in our value chain (“**Partners**”). Westport is committed to ensuring that people are treated with dignity and respect throughout our operations and to working with our Partners to ensure that our commitments in this Policy are met. Westport’s Policy addresses international human rights, labour rights, child labour, the rights of Indigenous Peoples, and the right to a healthy and sustainable environment.

2.0 SCOPE

This Policy applies to Westport and to Westport’s subsidiaries and affiliates in which Westport has a controlling ownership interest or management responsibility and to all such directors, employees and relevant operational stakeholders worldwide, including part-time, temporary and contract employees, both in the context of the workplace and during external work-related events (i.e. meetings and social events). This Policy establishes a board level commitment to promoting and respecting human rights throughout Westport’s operations and value chain.

If Westport does not have a controlling ownership interest or management responsibility in the subsidiary, joint venture, affiliated company or distributor, Westport will take reasonable steps to ensure that the entity complies with this Policy.

Westport will also take appropriate steps to ensure that our Partners that are located in high-risk locations and/or that may be more exposed to human rights risks due to the nature of the industry in which they operate, adopt relevant measures to mitigate such risks.

3.0 OUR HUMAN RIGHTS POLICY AND COMMITMENTS

Our Policy and commitments consist of the following fundamental areas: International human rights, labour rights, child labour, the rights of Indigenous Peoples, and the right to a healthy and sustainable environment.

3.1. Human Rights

Westport respects human rights and will not knowingly be complicit in human rights abuses through our activities and value chain. Respect for human rights is defined by the UN Guiding Principles on Business and Human Rights as avoiding infringement on the rights of others and addressing adverse human rights impacts. Westport is committed to preventing, mitigating and remediating any human rights abuses that are linked to our business activities, operations, products and services.

3.2. Labour Rights

3.2.1. Forced Labour and Human Trafficking

Westport prohibits the use of all forms of forced labour and human trafficking in the production of Westport products or services, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any human trafficking.

Westport prohibits any complicity in all forms of forced labour and human trafficking. Westport and its Partners will not use any form of forced labour or human trafficking. No employee will be compelled to work through force or intimidation of any form, or as a means of political coercion, as punishment for holding or expressing political views or based on race, sexual orientation, sex, age, ethnicity, creed, physical or mental disability, social status, or religion.

3.2.2. Freedom of Association and Collective Bargaining

Westport respects the rights of employees to join, form or not to join a labour organisation or union that is consistent with local labour laws without fear of reprisal, intimidation or harassment. Westport is committed to an open and constructive dialogue with our employees and, if applicable, with their representative regarding fair wages and working conditions, including wages, working time, training, occupational health and safety and equal treatment.

3.2.3. Diversity and Inclusion

Westport values diversity and inclusion within its operations and of individual employees as outlined in our Diversity Policy. Westport will not discriminate on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, mental or physical disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

Westport does not tolerate harassment or discrimination of individuals and provides equal opportunity for the purposes of eliminating discrimination as outlined in our Respectful Workplace Policy. We are committed to providing and maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

3.2.4. Workplace Health and Safety

Westport recognises health and safety in the workplace as a fundamental right of employees. Westport is committed to providing a safe and healthy work environment to all of its employees. Westport shall comply with all applicable health and safety laws and regulations, policies and internal requirements.

3.2.5. Working Hours, Fair Wages and Benefits

Westport provides fair compensation to employees relative to the industry and local labour market, and in accordance with terms of applicable collective bargaining agreements. We are committed to full compliance with applicable wage, work hours, overtime and benefits laws.

3.3. Child Labour

Westport does not use child labour and is committed to not establishing or maintaining working relationships with Partners that use child labour. “Child” means anyone under fifteen years of age, unless national or local law states a higher age of completion of compulsory schooling or minimum working age, in which case the higher age shall apply in that jurisdiction. “Young Person” means anyone under eighteen years of age. “Child labour” means any work by a child or young person, unless it is considered acceptable under the ILO Minimum Age Convention 1973 (C138).

3.4. The Rights of Indigenous Peoples

Westport respects Indigenous Peoples’ culture, heritage, land rights and indigenous rights. Westport recognises the importance of free, prior and informed consent of indigenous peoples, when operating on Indigenous Peoples’ land or territories.

3.5. The Right to a Healthy and Sustainable Environment

Westport respects the right to a safe, clean, healthy and sustainable environment as a human right. Westport recognises the connection between human rights and the environment. Westport seeks to meet environmental standards in our business activities, including our business relationships. We are committed to purchasing raw materials for the manufacturing of our products through suppliers that engage in practices that are sustainable, mitigate damage to the environment and work with local communities, governments and other stakeholders to address environmental concerns.

4.0 WHERE TO GO FOR ASSISTANCE

If you see or suspect any violation of the law, our Code of Conduct, or our policies, or if you have a question about what to do, talk to your manager. Every member of the Westport team and global network is responsible for ensuring the Code of Conduct is followed at all times and is obligated to bring forward any concerns or suspected breaches.

If you become aware of any action that you believe is not consistent with this policy, the applicable law, or the Westport Fuel Systems’ Code of Conduct, you are required to seek assistance. You can seek assistance by contacting:

- Your Human Resources Representative
- Compliance Officer
- Legal Team

If you do not know whom to contact, send an email to compliance@westport.com

Most often, areas of concern are best addressed with your supervisor or manager; however if you’re uncomfortable speaking with your manager, there are other resources available to help you, including your local Human Resources Representative, any member of the Legal team and/or our Compliance Officer.

If you are still uncomfortable discussing these concerns or if these concerns remain unresolved, you can file a report through the Ethics Hotline Website, which you can access by typing “westport.ethicspoint.com” on your internet browser or by phone call to the Ethics Hotline in your country (phone numbers found on the Ethics Hotline Website) or by email at alert@westport.com. Westport prohibits retaliation and no action will be taken against you for reporting your concerns. If you wish, you may report your concerns anonymously.

Westport will make every reasonable attempt to ensure that your concerns are addressed appropriately. Remember, an issue cannot be addressed unless it is brought to someone's attention.

If you believe you have information about a potential trafficking situation or would like to request information to an external party, you may contact the Global Human Trafficking hotline at 1-844-888-FREE or by email at help@befree.org. The resources mentioned in this last paragraph are not managed by Westport Fuel Systems.

5.0 INTERNATIONAL HUMAN RIGHTS STANDARDS AND VOLUNTARY GUIDELINES

This Policy supports Westport's respect of human rights standards that are contained in the following international treaties:

1. The International Bill of Human Rights of the United Nations (UN)
 - a. Universal Declaration of Human Rights
 - b. International Covenant on Civil and Political Rights
 - c. International Covenant on Economic, Social and Cultural Rights
2. The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work,
3. The United Nations Convention on the Rights of the Child, and
4. The UN Declaration on the Rights of Indigenous Peoples

This Policy has been further guided by voluntary principles regarding business and human rights that are outlined in:

1. The UN Global Compact,
2. The UN Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework,
3. The Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, and
4. The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

Westport will abide by national laws and regulations in the countries where it operates. Where national laws and international human rights standards differ, Westport will follow the higher standard. Where they are in conflict, the company will adhere to national laws while seeking ways to respect international human rights.

6.0 RELATED INTERNAL POLICIES

The following Westport policies are linked to and support the principles set out in this Policy:

- Code of Conduct
- Diversity Policy
- Respectful Workplace Policy
- Whistleblower Policy