



## **HORIZON SUPPLIER COMPLIANCE ACKNOWLEDGMENT**

Horizon Global Corporation and its subsidiary companies (collectively, “Horizon”) are committed to conducting business in an ethical, legal and socially responsible manner and are determined to partner with suppliers who respect the rights and dignity of their workers. Horizon expects its suppliers to share this commitment and, therefore, must comply with contract provisions, legal requirements and standards of their industry under local, regional and national laws and regulations of the countries in which the suppliers are doing business. We expect teamwork, trust, honesty and mutual respect. In setting forth these guidelines, it is our desire to share our commitment not only to quality products, but to quality business and community relationships as well. Although there may be different legal and cultural environments applicable to its suppliers, Horizon suppliers must meet the following minimum requirements in order to do business with Horizon:

### **Ethical Labor Standards**

Horizon expects its suppliers to abide by the international standards of fair and ethical labor practices as reflected by the International Labor Organization and the United Nations. These ethical labor standards include, but are not limited to, treating employees with dignity, allowing employees the right to legal wages for work performed, providing employees a safe work environment and giving employees freedom to leave their employment. We reserve the right to choose not to work with a supplier who does not follow ethical labor standards.

### **No Forced Labor**

Suppliers must employ their workers on a voluntary basis, respecting the rights of employees to decide to work or not. Suppliers shall not use forced labor in their contracting, subcontracting or other relationships for the manufacture of their products.

### **No Child Labor**

Workers of our suppliers must be at least age 16 (or the mandatory age allowed by the law of the country of manufacture) or the age at which compulsory schooling has ended, whichever is greater. In situations involving hazardous working conditions, workers should be at least 18 years of age.

### **Working Hours & Overtime**

Suppliers shall not permit working hours to exceed applicable laws or industry standards, whichever affords greater protection. Suppliers must compensate their workers for overtime hours at rates legally required in the country of manufacture. In those countries where premium overtime rate laws do not exist, workers shall be compensated at a rate at least equal to their regular hourly wage. Suppliers shall also guarantee workers breaks and days off in compliance with applicable law.

### **Wages**

Suppliers are required to pay minimum wage, or prevailing industry wage if no minimum exists, and shall provide all legally mandated benefits.

### **Health and Safety**

Suppliers shall maintain a clean, safe and healthy workplace in compliance with all applicable laws and regulations. Adequate steps shall be taken to prevent accidents and injury so far as reasonably possible. Workers must be provided with appropriate safety training and protective equipment.

### **Environmental Practices**

Suppliers must adhere to all applicable environmental laws and regulations regarding protection and preservation of the environment in their country.

### **Conflict Minerals**

Horizon expects its suppliers to provide information regarding the presence and sourcing of conflict minerals used in the products supplied to Horizon.

**Ethical Business Practices**

Horizon expects its suppliers to conduct their businesses in accordance with the highest standards of ethical behavior and in accordance with applicable laws and regulations. Suppliers are expected to conform to these requirements in each of the following areas:

- a) **Anti-Corruption.** Horizon is committed to maintaining an ethical business environment and conducting all business in compliance with the anti-corruption laws in all countries that the Company operates, including, but not limited to, the US Foreign Corrupt Practices Act, the Canadian Corruption of Foreign Officials Act, the UK Bribery Act 2010, PRC Criminal Law, and all other applicable anti-corruption laws. The Supplier affirms that it will not directly, indirectly, openly or secretly give, authorize or offer to give money or anything of value to any entity or person for the benefit of obtaining or retaining an improper business advantage.
- b) **Fair Trade Practices.** The Supplier agrees not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of antitrust laws.
- c) **Horizon Policies and Procedures.** The Supplier agrees to comply with Horizon’s The Spirit and The Letter, Global Anti-Corruption Policy and Conflict Minerals Policy, each of which are available at <http://www.horizonglobal.com/investors-corporate-governance> and incorporated by reference herein. In compliance with Horizon policies, Supplier will register with Trace International if requested by Horizon.

**Audit Rights**

Horizon reserves the right to inspect, or to hire a third party to inspect on its behalf, any production location for compliance with this policy. Horizon further reserves the right to cease doing business with any non-compliant supplier without any liability resulting from such termination. Suppliers are expected to comply with all requests for information from Horizon or its third party auditor to confirm compliance with any provision contained in this policy.

**Agreement to Comply**

As an authorized representative of supplier, I certify that supplier agrees to comply with and adhere to the laws and principles identified herein.

Supplier Name: \_\_\_\_\_

Printed Name and Title of Signatory:

\_\_\_\_\_

Signature

Date: \_\_\_\_\_