



CONNECTED CAR | CONNECTED SERVICES | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS

Harman

400 Atlantic Street 15th Floor
Stamford, CT 06901
USA Phone: +1.203.328.3501
Fax: +1.203.328.3951

November 2015

HARMAN SUPPLY CHAIN POLICIES

HARMAN's Standard Terms and Conditions require HARMAN'S suppliers to agree to HARMAN's Supplier Code of Conduct (the "Code of Conduct"). Each supplier must comply with applicable employment, health and safety standards. Each must provide a safe and healthy working environment for its employees, where each worker's freedom to choose where to work and for whom is respected.

California Supply Chain Transparency Act

The California Transparency in Supply Chains Act of 2010 (SB 657) went into effect January 1, 2012. This law requires large retailers and manufacturers that do business in the state of California, and that have gross worldwide sales of over \$100 Million Dollars, to be transparent about the efforts they have undertaken to eradicate Slavery and Human Trafficking in their supply chain. HARMAN is required to disclose efforts to eradicate slavery and human trafficking from direct supply chains. Slavery and human trafficking can take many forms, including forced labor and child labor. HARMAN takes efforts to eradicate slavery and human trafficking seriously and addresses them through standards set forth in the Supplier Code of Conduct. Harman's Supplier Code of Conduct prohibits all kinds of forced or compulsory labor in its supply chain under any conditions, including bonded, forced, and/or compulsory prison labor. This commitment includes Harman's activities throughout its supply chain.

Verification

HARMAN's Standard Terms and Conditions require HARMAN'S suppliers to agree to HARMAN's Supplier Code of Conduct (the "Code of Conduct"). The Code of Conduct is based on the SA8000 Standard from Social Accountability International. The Code of Conduct prohibits all kinds of forced or compulsory labor. Full disclosure to workers of terms and conditions of employment must be made and should in no way be linked to workers making payments or becoming indebted in any way. The Code of Conduct also prohibits suppliers from directly or indirectly engaging in or supporting trafficking in human beings, whether by recruiting, transferring, harboring or by receiving any worker, by means of threats, force, coercion or deception. HARMAN reserves the right to inspect suppliers' facilities to, among others, verify compliance with the Code of Conduct.



CONNECTED CAR | CONNECTED SERVICES | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS

Audits

HARMAN reserves the right to designate third party auditors to evaluate suppliers' compliance with the Code of Conduct.

Internal Accountability Standards

As part of its corporate Code of Ethics, it is the policy of HARMAN that each of its employees, including senior officers and Board shall be accountable for, among others, complying with federal, state, and local laws applicable to HARMAN as well as those of private and public regulatory agencies. HARMAN's Code of Ethics further requires its employees to proactively promote ethical behavior among subordinates and peers, and to promptly report of any violations internally. Furthermore, HARMAN's Standard Terms and Conditions deems a material violation of the Code of Conduct to be a breach of such Standard Terms and Conditions, enabling HARMAN to, among others, cancel its orders with the supplier in question.