

August 2022

# Commitment to Corporate Social Responsibility

## CSR Policy

A mutual, basic understanding of social responsibility in corporate management forms the basis of the Exide Technologies Corporate Social Responsibility Policy.

Exide Technologies undertakes its operations recognizing that its business activities can result in economical, technological, social, environmental, health and safety impacts. Exide Technologies contributes to the development of positive relationships with the communities in which we conduct business. We are committed to upholding universally held ethical principles, especially integrity, honesty and respect of human dignity.

### Our Commitment

Exide Technologies commits to promoting adherence to the content of this CSR Policy for itself, its suppliers and others within the value chain. Exide Technologies respects the environment and the communities in which we operate and seeks to protect the human rights of our employees and those affected by our activities.

### Our Expectation

Exide Technologies follows a strict policy on ethics and compliance that clearly governs how we manage and conduct our business. Our Code of Ethics is publically available and can be found under <https://www.exidegroup.com/en/corporate-governance> . It is our expectation that Exide employees and our suppliers act in a responsible manner in strict adherence to our Code of Ethics. We regularly train and educate our employees in areas of ethics and compliance through our Global Compliance Training Program.

### Our Mission

Exide Technologies is committed to providing world-class stored energy solutions that lead the industry in quality and performance, drive customer results and make a difference in people's lives. Exide will stand for safety, innovation and partnership while providing a rewarding workplace for our employees.

### Our Values

Integrity, Accountability, Quality, Safety, Courage, Customer Success

## 1. Core Elements for Social Responsibility in Exide Management

Exide Technologies will proactively work to ensure that the values described below are put into practice and embraced, both now and in the future.

### 1.1 Adherence to Laws

Exide Technologies abides by applicable laws and legal requirements wherever we conduct our business. For areas limited legal and regulatory structures, Exide will abide by the laws of the United States.

### 1.2 Integrity and organizational Governance

- 1.2.1 Exide Technologies conducts its business under ethical values and principals, including integrity, honesty, respect of human dignity, openness and non-discrimination based on race, religion, ideology, gender and ethnicity.
- 1.2.2 Exide Technologies rejects corruption and bribery as stated in the relevant UN Convention<sup>1</sup> and as prohibited by law. The Company maintains policies and procedures to promote transparency, trading with integrity, responsible leadership and company accountability.
- 1.2.3 Exide Technologies conducts its business practices pursuant to applicable competition laws and regulations. In regards to competition, it is committed to professional behaviour and high standards.
- 1.2.4 Exide Technologies maintains a Governance Committee for reviewing any matters concerning compliance with our policies and legal requirements. Exide Technologies has processes in place to protect employee and supplier confidentiality in reporting any potential violations of policies or legal requirements and prohibits retaliation for reporting violations.

### 1.3 Consumer Interest

To the extent consumer interests are affected, Exide Technologies abides by applicable regulations that protect the consumer, as well as appropriate sales, marketing and information practices.

### 1.4 Communication

Exide Technologies will make available its CSR Policy to employees, customers, suppliers and other stakeholders and undertake actions to ensure the Company adheres to its provisions. The Company maintains a document retention policy to ensure records are properly stored and maintained pursuant to local requirements. Company secrets and partners' business information will be handled sensitively and will be kept in confidence, as appropriate.

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<sup>1</sup> UN Convention against corruption (Chapter XVIII Treaty 18 UNTS)

## 1.5 Human Rights

Exide Technologies is committed to promoting human rights. It respects human rights stated in the Charter of the United Nations<sup>2</sup>, including the following:

- 1.5.1 Privacy - Protection of privacy.
- 1.5.2 Health and Safety & Environmental Protection - Ensuring health and work safety, especially a safe and health-promoting work environment, avoiding accidents and injuries.<sup>3</sup> Exide Technologies is always complying with applicable environmental laws and regulations and acts in an environmentally conscious wherever we do our business. Exide Technologies implements appropriate programs to conserve water and energy and reduce waste. Our manufacturing facilities operate under ISO 14001, ISO 45001 & ISO 50001 management systems. Compliance is regularly audited and consistent with the guidelines. Exide Technologies has a clear health, safety and environmental policy statement, which is communicated to all employees, suppliers and communities.
- 1.5.3 Harassment - Employee protection against bodily injury and against physical, sexual, psychological or verbal harassment or abuse.
- 1.5.4 Freedom of Conscience - Protection and guarantee of the right to freedom of conscience and freedom of expression.

## 1.6 Working Conditions

by the following core work standards from ILO<sup>4</sup> Exide Technologies abides<sup>5</sup>:

- 1.6.1 Child Labour - The prohibition of child labour, i.e. the employment of persons younger than 16 years old (or any higher age limit pursuant to local legal requirements).
- 1.6.2 Forced Labour - The prohibition of forced labour of any kind.
- 1.6.3 Wage Compensation - Compensation standards as stated in the laws and requirements that are in force in the locations where our employees work.
- 1.6.4 Employee Rights - Respecting the rights of the employees' freedom of association, freedom of assembly and collective bargaining, conducted in compliance with applicable laws and regulations in the respective country.
- 1.6.5 Prohibition of Discrimination - Exide is committed to the treatment of all employees in a non-discriminatory fashion.

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<sup>2</sup> Universal Declaration of Human Rights (UN Resolution 217 A (III), 1948)

<sup>3</sup> See Exide EHS Policy

<sup>4</sup> ILO – International Labour Organization

<sup>5</sup> ILO Conventions No. 138 (1973), No. 182 (1999), No. 29 (1930), No. 105 (1957), No. 100 (1951), No. 87 (1948), No. 98 (1949), No. 111 (1958)

### 1.7 Hours of Works

Exide Technologies abides by locally applicable standards concerning permitted work hours.

### 1.8 Civic Commitment

Exide Technologies contributes to the social and economic development of the countries and regions where it conducts business and encourages appropriate volunteer activities by its employees.

## 2. Reporting and Accountability

Exide Technologies requires that all managers take responsibility for ensuring their teams comply with this policy and our Code of Ethics.

Employees are given training and are actively encouraged to develop their knowledge and understanding of our Policies and are expected to comply with them. Exide Technologies requires any non-compliance to be reported to the appropriate managers, Human Resources representatives, and/or the Legal Department.

Exide Technologies employees, suppliers and other outside agents are not permitted to release any confidential company / business information to any third party without prior approval of the appropriate division and/or Human Resources / Legal Departments and upon the signing of appropriate confidentiality agreements.

## 3. Implementation and Application

Exide Technologies will take appropriate measures to implement and apply the principles and values described in this CSR Policy both now and in the future. Contractual partners will be educated about the measures upon request and within the scope of a reciprocal cooperation, so that it becomes observable how keeping these measures is fundamentally guaranteed. No right exists to disseminate operational or business secrets related to competition or any other information that is in need of protection.



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**Stefan Stübing**  
President & CEO