

Who We Are

Adient is a global leader in automotive seating, manufacturing and delivering products for all vehicle classes and all major automakers. Our publicly traded company employs more than 65,000 people globally at approximately 200 manufacturing and assembly plants located in 29 countries — including the United Kingdom.

What We Believe

Adient's guiding principles and Driving Forward Behaviors help us focus on what is most important to our success. As required by one of Adient's Driving Forward Behaviors: *Acts with Integrity*, integrity is foundational at Adient. This includes our workforce displaying strong principles and work ethics, treating others with dignity and respect and doing what is right.

As a responsible corporate citizen with global operations, we are committed to responsible sourcing. Adient maintains a zero-tolerance position against forced labor, including slavery and human trafficking. We will continue our responsible sourcing journey and proactively look for ways to make a positive difference in our operations and supply chain. In the event that Adient discovers non-compliance with these requirements, Adient will take steps to terminate the business relationship.

How We Achieve

The following are our current activities to address forced labor and other human rights risks:

Accountability

- > Adient's global Supplier Compliance Center of Excellence (COE) is dedicated to continuously improving Adient's processes, procedures and systems for vetting and performing due diligence on its supply base. This team is also enhancing Adient's escalation processes to promptly address any suppliers that do not meet Adient's sustainability and compliance requirements.
- > In 2025, Adient partnered with EcoVadis, one of the leading providers for supplier sustainability assessments. Adient utilized the EcoVadis tool to assess suppliers based upon their management systems supporting environmental, human rights, ethics and sustainable procurement. These supplier assessments allow Adient to identify, evaluate and mitigate sustainability risks in Adient's supply chain.
- > In 2025, Adient launched a new internal supplier scorecard, "Global Comprehensive Supplier Scorecard 2.0", which includes 10 points in the sustainability section for suppliers who complete the EcoVadis assessment. Since the Global Comprehensive Supplier Scorecard 2.0 launched, Adient has factored in EcoVadis points for 1,500 existing suppliers. Adient continues to assess current suppliers in 2026 and is implementing a requirement that all new business awards have an EcoVadis assessment.
- > In 2025, Adient began working with Everstream Analytics (the first technology company validated by the Slave-Free Alliance – SFA, an internationally respected non-governmental organization specializing in modern slavery intelligence). Everstream provides supply chain mapping solutions combining artificial intelligence, multi-tier supply chain mapping, environmental and human rights risk insights, and predictive analytics to help identify possible forced labor links deep within supplier networks. Since implementing Everstream, Adient has uploaded information for 500 suppliers from high-risk regions into the platform and has received promising feedback, finding no connections to forced labor. Looking ahead to 2026, Adient plans to increase the number of suppliers tracked in the tool.

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- > Adient's supplier terms and conditions require compliance with all laws, including laws and regulations relating to forced labor.
 - > Our Global Supplier Standards Manual contains specific prohibitions against child, forced, indentured, bonded and involuntary labor, which includes slavery and human trafficking.
 - > Our Integrity Helpline is available via phone, the web, and mobile device — 24 hours every day in 26 different languages. Employees and third parties are actively encouraged to report concerns - including any human rights violations - anonymously and without the fear of retaliation. Every good faith report submitted to the Integrity Helpline is triaged and routed to the appropriate team for handling, investigation and response.
 - > Adient's 2025 Sustainability Report details and affirms Adient's commitment to prohibiting the use of all forms of forced labor.
 - > Adient's [Ethics Policy](#) explicitly, addresses human rights risks, and other sustainability, regulatory and compliance risks.
 - > Adient remained committed to applying the United Nations (UN) Global Compact's 10 Principles to our business strategy, culture and operations, including those in the areas of human rights, labor, environment and anti-corruption. Keeping these principles at heart, we have engaged in activities that help advance the UN's broader Sustainable Development Goals, including, but not limited to, several emissions reduction projects, reduction of water consumption, training and other efforts regarding sustainable sourcing.
 - > Adient's global [Human Rights Policy Statement](#) requires compliance with international human rights and fair labor conditions as part of its contracting process. In 2025, Adient implemented a Human Rights Charter & Management System, which summarizes Adient's approach to implementing our human rights commitments, including how we identify, prevent, and address potential impacts. Concurrently, to help employees recognize potential human rights risks within its operations and supply chain, Adient created a Human Rights Red Flag Checklist. The documents are available on Adient's internal website.
 - > We conduct additional supplier due diligence related to laws such as the U.S. Uyghur Forced Labor Prevention Act and the Germany Supply Chain Due Diligence Act. Adient's working group focusing on the requirements of the German Supply Chain Due Diligence Act includes subject matter experts of supply risk management, legal, compliance, sustainability, environment, health and safety, human resources and engineering. In 2025, this working group did meet regularly and reported out to the EMEA Vice President of Operations and the EMEA Vice President of Purchasing and Supply Chain. As part of these annual processes, assessments are conducted concerning Adient Germany's high-risk in-scope suppliers. If risk mitigation is needed, the team escalates as appropriate and works with the suppliers, its customers and its internal stakeholders to implement corrective actions.
 - > Adient's Sustainability Steering Committee, comprised of executive management, meets quarterly to review key sustainability initiatives, activities and disclosures and the Vice President of Global Sustainability reports at least quarterly to the Board on Adient's strategic short-term and longer-term sustainability initiatives and objectives.
 - > Adient has a well-established annual risk assessment process with Adient's Sustainability Steering Committee to identify and align on Adient's salient human rights risks. Risks are assessed based on relevance, likelihood, and severity and categorized as salient risks, emerging risks or risks to continue to monitor. The assessment of risks and impacts are led by the respective functional leader and Global Sustainability team, with oversight by the Sustainability Steering Committee.
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- > In 2025, Adient updated its recruitment procedure to formally prescribe that Adient, and its suppliers, follow ethical recruitment practices ensuring workers are hired lawfully, fairly, and transparently, with full respect for their rights. (The related supplier expectations will be published in the upcoming 2026 release of the [Global Supplier Standards Manual](#).)
- > Adient continues to develop a risk-based responsible sourcing program that helps proactively assess this risk in our supply chain. This year we also obtained certifications and added more robust vetting and contract provisions for vendors that supply labor to Adient.

Training

- > All new employees receive ethical workplace training shortly after they join Adient. Among other topics, the training addresses the fundamentals of human rights, no discrimination and Adient's fair employment practices.
- > In addition, we train all salaried employees annually on Adient's Ethics Policy and the methods for reporting potential ethics violations or claims of harassment or discrimination without fear of retaliation. Adient also provides human rights resources and periodic training to employees on topics such as child labor prevention, forced labor prevention and other human rights risks. Adient is committed to providing appropriate training to our workforce on topics relating to the prevention of child labor, forced labor and other human rights risks within our operations and within our supply chain.

A handwritten signature in black ink, appearing to read "Jerome J. Dorlack".

Jerome J. Dorlack
President and CEO
Adient plc