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Revision	Release Date	Description of Changes
2.0	01-April-2021	• Regional sections combined in Global sections for identical items • Global check list created • Additional illustrations added throughout document • Regional North America Mexico ergonomic weight changed to 30 lbs (15kgs) • Global Check list added, North America Check list removed • Europe central email address added • Added requirement that all solid wood packaging in Europe be ISPM-15 compliant • Updated responsibility of supplier to obtain permission to ship in back-up packaging
3.0	01-October-2021	• General Packaging guidelines acc. environmental aspects updated (4.1) • Link updated (4.29.4) • Removed Johnson Controls letter, renumbered section 4.29 after 4.29.4 (4.29.5)

Prepared		Approved	Released
Process Leader	Subject Matter Expert	Process Champion	BOS Team
Carole Muraske	Nicholas Adair	Kelli Carney	

Approval records maintained by BOS Team

1.0 Purpose

The purpose of the Global Supplier Standards Manual is to communicate Adient packaging requirements to the suppliers. It is the expectation of Adient that all suppliers of Direct Materials and quality relevant indirect suppliers comply with all of the requirements and expectations documented in this manual.

2.0 Scope

This standard applies to all Adient 3rd party suppliers.

3.0 Responsibility

The Part Supplier is responsible for:

- Adhering to the process for packaging selection outlined in this document
- Submission for Packaging Plan through Adient Packaging Data Form System

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4.0 Adient Global Supplier Packaging Standards & Requirements

The following supplier requirements and resources are outlined in this document:

Packaging is required to:

- Ensure part-quality throughout the supply chain (protect from dust, dirt, abrasion, etc.)
- Permit safe and ergonomic friendly for efficient handling, shipping, and storage
- Withstand all environmental conditions that shipments in the known supply chain are reasonably expected to experience (handling and storage, shock, vibration, compression, moisture)
- Be maintained for life of contract/program
- Be minimal size for line-side space for material presentation at production line
- Utilize Adient's best practice standards for each applicable region

4.1 General Adient Global Packaging Guidelines for all regions

4.1.1 Adient directed suppliers should quote expendable and returnable packaging options per the SSOW (Adient Launch PLUS: Design and Development Phase).

- OEM directed suppliers will quote packaging to the OEM latest published packaging standards/guidelines.
- Provide a detailed breakdown of packaging cost.
- Provide packaging engineering assumptions on a Packaging Data Form during quote (excel version or Regional Specific Packaging Data System, see section 4.29.3 for North America and Section 4.18 for Europe) and submit with the Adient quote package).
- Review examples of the R.A.S.I.C. (North America RASIC in section 4.29.2 and Europe RASIC in section 4.30.6) for packaging engineering responsibility before final SSOW is approved with Purchasing Representative.
- Review Regional Specific Packaging Approval process/expectations.

4.1.2 Post Launch requests for packaging piece price increases should be submitted to both the Adient Purchasing representative, Packaging Engineer, and include the following:

- Original submitted Packaging Data Form/Sheet
- Proposed packaging changes on an updated Packaging Data Form/Sheet
- Information for the packaging change (examples: quality or safety improvements)

4.1.3 All efforts to meet packaging deadlines, including those for proposal submission, trial packs, packaging procurement, etc., must be made. If a deadline cannot be met, it is the supplier's responsibility to notify the appropriate Adient packaging engineer **at least one week** prior to the deadline date.

4.1.4 Packaging must be consistent with global specifications and regional unique specifications. Global Standards (4.1 through 4.7), North American Standards (4.8 through 4.16) and European Standards (4.17 through 4.26)

4.1.5 If required, internal dunnage should consist of the most cost-effective and environmentally friendly materials to adequately protect the part.

- Dunnage should be as simple design (layer pads, slip sheets or partition sets)
- Allow for easy access to the parts
- Dunnage should be designed from recycled and/or recyclable materials
- Returnable dunnage in collapsible containers should be made to knock-down to maximize return freight
- Business case evaluation required between expendable dunnage costs vs. returnable dunnage investment and freight impact to determine direction

4.1.6 Containers should be filled to capacity without exceeding maximum weight limits or compromising part quality.

4.1.7 Cartons/containers on pallets must be secured to pallets with either plastic banding, seat belts or stretch wrap.

4.1.8 The overall pallet height MUST NOT EXCEED regional standards (North America Requirements 4.15, Europe Requirements 4.23)

4.1.9 All unit loads (expendable & returnable) must have the capability to safely stack in a standard truck (North America Requirements 4.15, Europe Requirements 4.23)

4.1.10 All pallets must have 4-way entry, unless dimension equal or less than 30" (762mm)

4.1.11 Returnable Packaging is preferred at ALL Adient Facilities. Expendable Packaging will be accepted ONLY under the following circumstances or directed in the SSOW:

- Fastener Shipments
- Transoceanic/Overseas Shipments (See Section 4.4 Export Packaging Section)
- Low volume component scenarios
- Total landed cost business evaluations
- Scenarios where the environmental impact of the usage of expendable packaging is lower than usage of returnable packaging
- Supply Chain Disruptions (must have written approval from receiving plant and mirror returnable packaging: size/density)

4.1.12 Renewable or recycled material content maximization is encouraged when evaluating packaging design and material selection to limit environmental impact such as deforestation or carbon footprint.

4.2 Adient Supplied Returnable Packaging General Guidelines

4.2.1 Returnable packaging should be designed to withstand normal handling.

4.2.2 When new program launches or (program refreshes), all efforts to re-use existing returnable packaging should be made before any new returnable packaging is procured.

4.2.3 It is expected that Adient owned container/dunnage assets will be maintained/cleaned by the supplier to ensure part quality expectations:

- Clear of debris, in good working order, and old barcode labels are removed
- It is the supplier's responsibility to account for cleaning/maintenance costs in the packaging piece price.
- Exceptions should be noted in the Supplier Statement of Work (SSOW).

4.2.4 If Adient owned container assets require repair or replacement, supplier will contact Adient Plant Representative for disposition/direction.

4.2.5 Suppliers must ensure that container/dunnage assets in need of repair or replacement are set aside in a clearly marked area of their facility and repaired/dispositioned in two weeks or less.

4.2.6 In the case of returnable packaging shortages:

- Suppliers are required to keep at least 2 shipments worth of back-up expendable packaging in house.
- Supplier must receive prior written permission and approval from Adient Customer Facility before shipping in back-up or alternate packaging
- Supplier can receive reimbursement for back-up expendable packaging if all of the following can be proven:
  1. Supplier will notify the Adient Customer Materials contact of a returnable shortage 2 business days prior to expendable packaging being shipped (email).
  2. Supplier must receive permission from Adient Customer Facility prior to shipping in back-up expendable or alternate packaging.
  3. Adient Customer Facility did not return containers as agreed upon
  4. Containers were lost/damaged not by any fault of the supplier
- Back-up expendable packaging must be similar in-size to approved returnable packaging and contain the exact quantity per container.

- Receiving Plant will issue a Purchase Order for back-up expendable to supplier if warranted with detail/backup information.
- Supplier without prior written approval will receive DMR and/or Chargeback for Adient expenses for managing the back-up expendable packaging.

4.2.7 Suppliers will utilize Adient-owned returnable container assets for intended production use only.

- Assets may not be used for storage (bank builds), work in progress, scrap, or salvaged parts
- Supplier Batch/bank process/inventory must be approved in writing by Adient Procurement/Supplier Chain representative

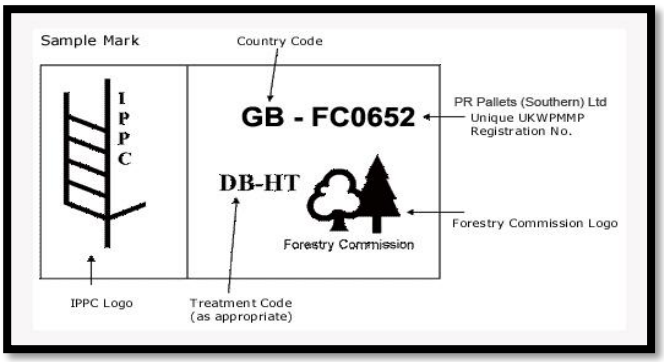
4.3 Packaging Standards for Transoceanic shipments

4.3.1 Adient's standard is for non-solid wood material to be used for international shipments.

- Preference Materials: Plywood, fiber board, or plastic instead of solid wood
- Special requirement for North America (US, Canada, Mexico) - Solid wood packaging is prohibited for transoceanic shipments into North America

4.3.2 Solid Wood Packaging Materials must be compliant to International Plant Protection Conventions ISPM15

- All wooden pallets and wood packaging must conform to International Shipping Standards, government and local transportation rules and regulations.
- If Solid Wood is utilized must be treated and marked using the International Plant Protection Convention's (IPPC).



"Guidelines for Regulating Wood Packaging Material in International Trade" (**International Standards for Phytosanitary Measures ISPM 15**).

4.3.3 Formaldehyde use is common in the adhesives for engineered wood products and is known to be a human carcinogen. It is the responsibility of the supplier to ensure all engineered wood used in shipping and packaging materials (pallets, crates, etc.) meet the emission regulations for the receiving Adient facility. See Emission Limits chart in Appendix 4.28.2 from TSCA Title VI from the EPA.

4.3.4 Failure to comply with Government Regulations may have adverse liabilities. Any associated costs and/or fines incurred as a result will be the supplier's responsibility.

4.4 Export Expendable Packaging standards for Overseas Shipments

4.4.1 Transoceanic transportation modes commonly use 40” standard sea-container methods of transport.

4.4.2 Packaging design specifications have been developed to standardize container dimensions and optimize cube efficiency in transportation. (For approved export carton/bulk container sizes see Appendix 4.28.1)

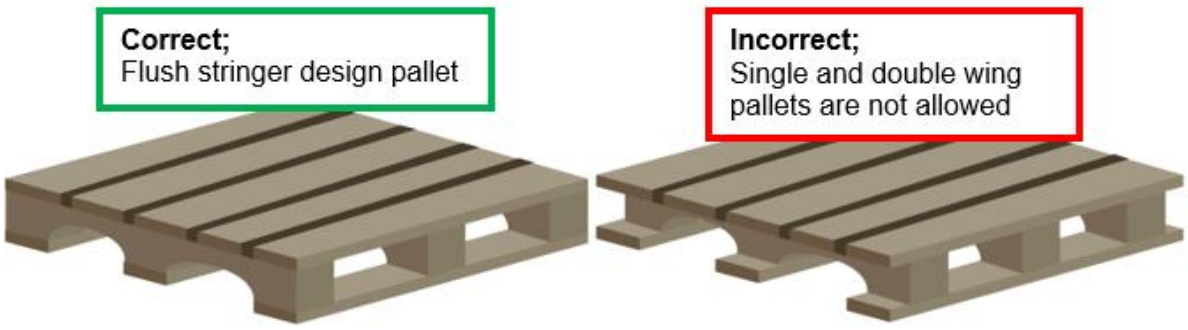
4.4.3 Design and usage type of corrugated packaging material needs to be evaluated based on the method of transportation and handling through to the point of use.

4.4.4 All expendable containers must be filled to maximize container density of 95% to maintain cubic fill and packaging integrity during handling, as well as optimized cubic freight.

4.4.5 Export Pallets Footprint sizes are developed to maximum sea-container cubic utilization.

- 36 x 30 (in) = 915 x 762 (mm) 2-way
- 47 x 45 (in) = 1193 x 1143 (mm) 4-way
- 44.5 x 29.0 (in)= 1130 x 738(mm) 4-way (Adient A-Module)
- 44.5 x 46.5 (in) = 1130 x 1181 (mm) 4-way (Adient Z-module)

4.4.6 All wooden pallets shipped must have flush stringer design and be assembled using cross ties. Full perimeter pallets are acceptable. **Single and double wing pallets are not allowed.**



4.4.7 All wooden pallets must be able to support a minimum of 2000 lb; (907 kg) internal load capacity.

4.5 Corrosion Prevention

4.5.1 It is the responsibility of the supplier to properly protect parts susceptible to corrosion.

4.5.2 Supplier should communicate/work with Product Engineering if rust inhibitor is required on the components.

4.6 Component/Production Labeling Requirements

4.6.1 Refer to SCM Global Supplier Standards Manual Section 4.5 Labeling Requirements for component label detail and locations

- Two (2) Production labels 4” x 6” per carton/container

4.7 Global Check list of the expectations

4.7.1 The latest version of the Adient Global Supplier Standards Manual Supply Chain Management and Adient Global Supplier Packaging Standards and Requirements has been read and understood.

4.7.2 Packaging was selected based on Adient Regional Best Practices and Standard container sizes and selecting the smallest container that fits the part. (See Appendix 4.29 for North America (USA, Mexico, Canada) and 4.30 for European (EMEA, Africa, APAC) Specific requirements)

- North America: 4.29.1 Adient N.A Standard commodity with best-in-class packaging recommendations
- Europe: 4.30.2 Europe Standard Container Matrix

4.7.3 Transoceanic/International shipping standards have been met:

- Compliant packaging sizes selected (See Appendix 4.28.1)
- Wood Packaging Materials meet the regional requirements (See Appendix 4.29.7 Adient Packaging Solid Wood Restrictions Memo – June 2017)

4.7.4 Handheld containers meet the ergonomic weight restrictions of the customer regional location.

- North America: See section 4.10.3
- Europe: See section 4.19.3

4.7.5 Returnable packaging selected, or product meets the acceptable circumstances for expendable packaging.

4.7.6 Returnable or Expendable Packaging materials selected with sufficient strength and properties to contain/protect the product through the entire supply chain for each part.

4.7.7 Pallet footprint meets Adient Standards, has 4-way entry, and has even layers with no container overhang.

4.7.8 Load is properly secured with stretch wrap and/or plastic banding and stacks up to regional location expectations.

4.7.9 Packaging Proposal was submitted and approved through the regional process.

- North America: See section 4.9
- Europe: See section 4.24

4.8 North America Specific Packaging Guidelines

This section covers guidance for all shipments to Adient and Adient Joint Venture North America Sites.

All guidelines covered in section *General Adient Global Packaging Guidelines* apply to North America.

Questions related to the below section Packaging Standards can be emailed to the below address:
AE-NA-SCM-Packaging@adient.com

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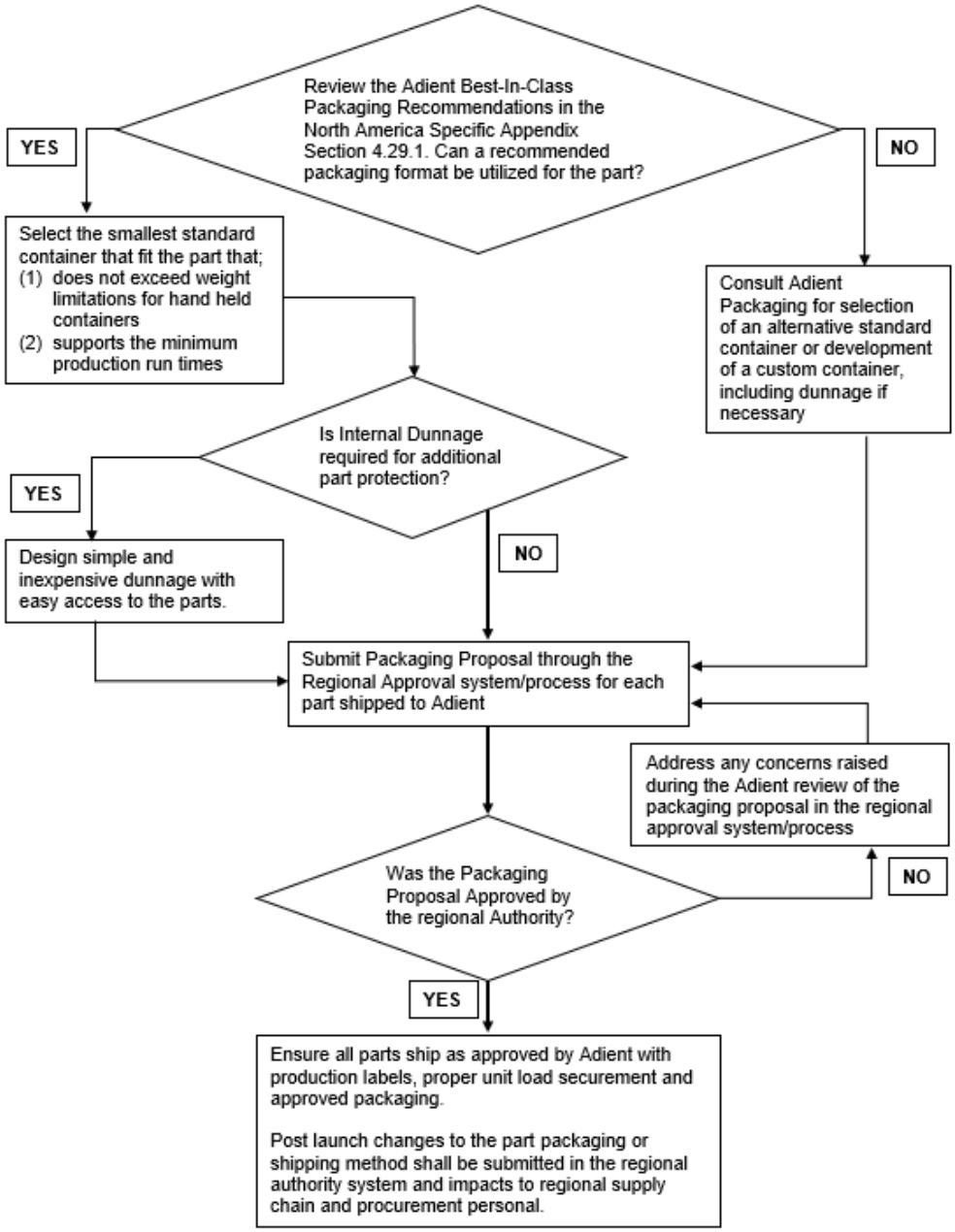
4.9 North America Supplier Packaging Selection Flowchart



4.10 North America Regional Standards

4.10.1 Packaging must be consistent with A.I.A.G specifications.

4.10.2 The number of parts per container should support a minimum of 1 hour of production at Adient's receiving facility based on jobs per hour, part usage, and part's container standard pack.

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4.10.3 The gross weight limit for any expendable or returnable hand-held package (ex: tote, carton, trim bundle, foam bag, etc.):

- U.S, Canada, Mexico: 30 lbs max.
- If an Adient Health and Safety/Ergonomics representative deems hand-held packages unsafe based on factors such as height and reach, suppliers may be asked to reduce the gross weight to less than the above standards

4.10.4 A test shipment may be requested for new parts, changes to existing part, packaging, or shipping method, or for ongoing quality maintenance following testing parameters of ASTM D4169 Standard Practice for Performance Testing of Shipping Containers and Systems.

4.11 Packaging Approval Process

4.11.1 All part numbers will require a packaging submission prior to the launch of any new program, engineering change or program refresh.

4.11.2 Notification will be sent to the suppliers from the Adient Packaging Data Form System

- Adient PLUS Launch Phase Design Verification Stage: 10 to 12 months prior to SOP
- Suppliers will be required to request access to the Adient Packaging Data Form System
- Suppliers will submit packaging proposal through the Adient Packaging Data Form System
- Rejected or Approved Packaging proposals will be available in Adient Packaging Data Form System

4.11.3 Adient representative will review the packaging proposal to ensure that its contents are within Adient's best practice standards for packaging

4.11.4 Adient representative or Adient Packaging Data Form System will notify the supplier whether the proposal is accepted, rejected, or if a packaging trial is being requested.

4.11.5 If a trial is requested, the Adient representative will further notify the supplier of the requirements, including quantity, dates, labeling info, etc.Pre-production build events should be shipped in production intent packaging representing the packaging proposal submitted in the Adient Packaging Data Form System

4.11.6 The approved packaging proposal will be located in the Adient Packaging Data Form System when final approval is granted. (Normally 3-4 months prior to launch).

4.11.7 Post Launch changes to the part number, packaging, or shipping method will require an updated packaging proposal submitted in the Adient Packaging Data Form System through the "Request Revision" feature

4.11.8 See Appendix 4.29.3 for examples for Approval Process documents and system specifics.

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4.12 Returnable Packaging

4.12.1 Adient will provide a reasonable number of inventory days for suppliers to manage supplier operations.

4.12.2 Returnable containers sizes that are preferred are listed in Appendix 4.29.1

4.12.3 Standard Inventory Levels

- Injection molded/Stamping components: 7 days
- Assembled (Plastic/Metals) components: 3 to 5 days
- Trim/Foam components: 5 days

4.12.4 Any additional requirements are the responsibility of the supplier or written approval from Adient Purchasing and Packaging Engineering is required.

4.12.5 Suppliers must always know the location of returnable assets.

- Adient utilizes the web-based COS System for asset tracking. COS allows suppliers to access information on what assets are assigned to them
- Email ae-na-scm-packaging@adient.com to be set up with an account
- See Container Management Memos and COS System details in Appendix 4.29.4

4.12.6 Each returnable container will have 2-part label locations, a minimum of 2 identification labels, and 2 Adient RFID tags. If unique containers/dunnage the containers will be identified with supplier return-to labels.

4.12.7 Non-Standard Returnable Containers

- Non-Standard containers/racks should only be used when all other packaging forms – totes, bulk bins, coffin boxes, etc. – have been exhausted, i.e. not feasible for the application.
- Non-Standard containers/racks will be design/development by the Adient Packaging Engineering team with approved vendors.

4.13 Supplier Expectations using Adient provided returnable packaging assets

4.13.1 Per the Adient Memo Dated March 9th, 2015 (See Appendices 4.29.5 and 4.29.6)

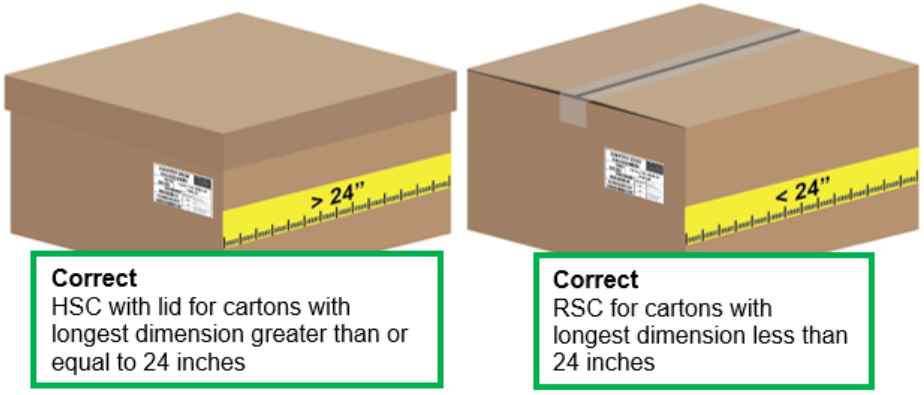
- Returnable packaging assets will be RFID tagged/Serialized for tracking
- Suppliers will return Adient owned container assets within the expected number of days
- Suppliers can request access to Adient RFID Returnable container tracking system as a supplier level
- Adient will execute a supplier DMR to initiate a chargeback for not returning Adient container assets

4.14 Domestic Expendable Packaging

4.14.1 Expendable container sizes must closely resemble the approved returnable container sizes.

- See standard expendable sizes in Appendix 4.29.1
- Primary carton direction is half slotted cartons (HSC) with 1 lid per layer and regular-slotted cartons (RSC) with a perforated tear off lid.
- RSC is standard for cartons with its longest dimension less than 24 inches
- HSC is standard for cartons with its longest dimension greater than or equal to 24 inches
- Boxes may be single, double, or triple wall, depending on size & weight requirements.
- Boxes must be adhered with tape. Metal staples are not acceptable.

Select a carton style based on the longest dimension:



HSC Cartons optimize lids by having one lid per layer instead of one lid per box:

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4.15 General Pallet Guidelines – Returnable & Expendable

4.15.1 All pallets must to stack footprint standards list in Appendix 4.29.1 and according to A.I.A.G. specifications.

4.15.2 Pallet stack height may not exceed 52”.

4.15.3 Returnable totes should ship on returnable pallets; expendable totes should ship on expendable pallets.

4.15.4 Returnable Pallets must be able to support a minimum of 4,000 lbs.

4.15.5 When a returnable pallet is used, a returnable top cap must be used for stacking stability.

4.15.6 Adient’s North America standard is **non-solid wood material** to be used for international shipments.

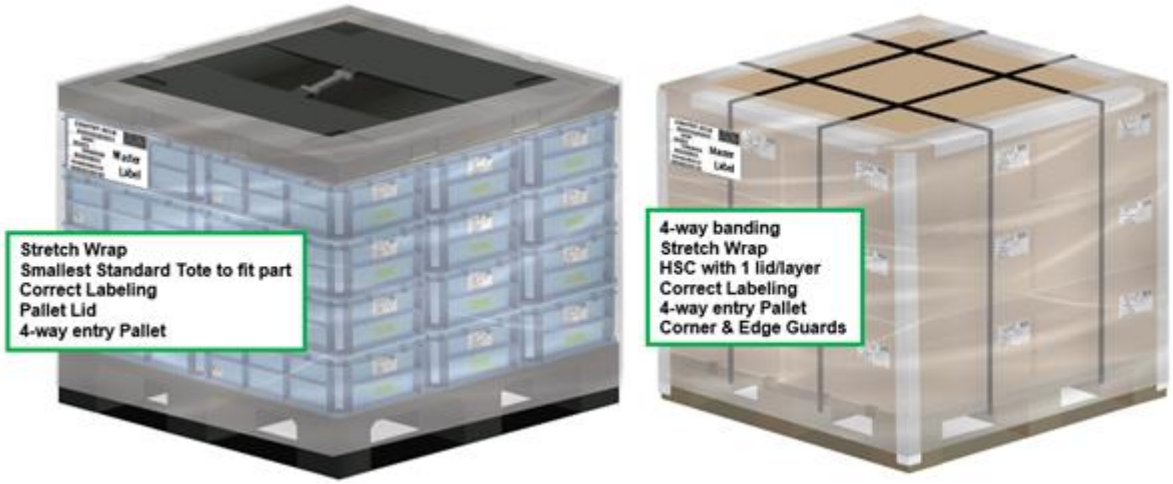
- Preference Materials: Plywood, fiber board, or plastic instead of solid wood

4.15.7 Each pallet should contain only one-part number worth of parts; do not mix skids unless otherwise directed/approved to do so by the receiving Adient Facility.

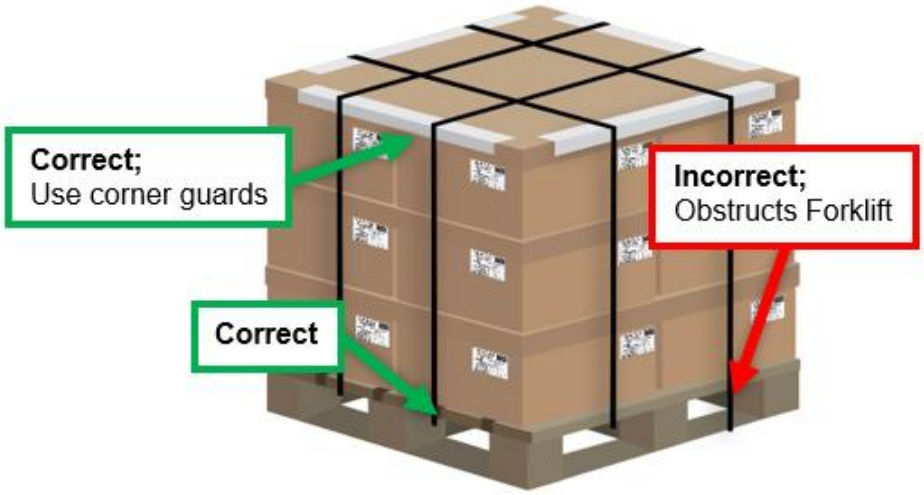
4.15.8 Containers must not hang over the edges of the pallet.

4.15.9 Containers must be secured to the pallets when shipped – NO EXCEPTIONS.

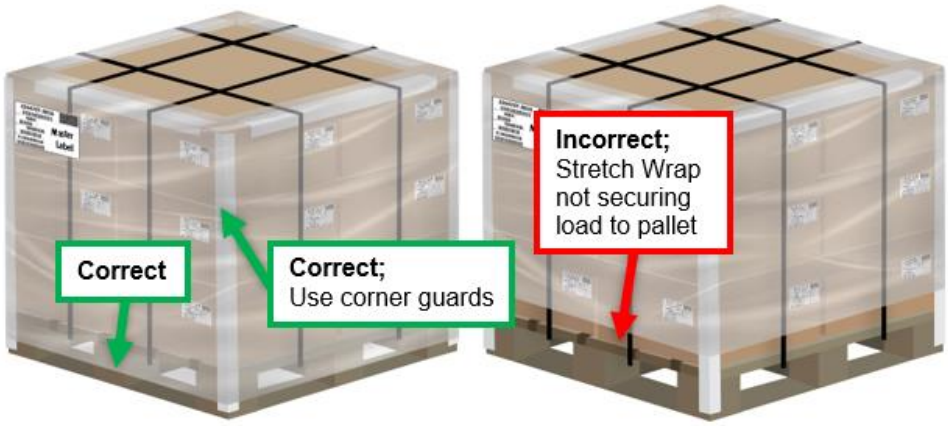
- Adient Best Practice is 4-way banding (two bands in each direction, length and width) and stretch wrapping (see illustrations below).
- Several rotations around the base of the pallet with stretch wrap are required to fasten load to the pallet.
- All banding straps must be plastic; metal banding is strictly prohibited.
- Banding should be 4-way for proper securement.
- Seat belts are also acceptable.
- It is the supplier’s responsibility to secure all unit loads with adequate banding or stretch wrap.



Band pallets through openings with plastic banding:



Stretch wrap pallet with several rotations around the base of the pallet:



4.16 Unit Load Stacking and Corner Supports

4.16.1 Unit load stack heights must be designed of sufficient strength to withstand a minimum stacking height at 106 inches (2260 mm) under full load in transit or storage.

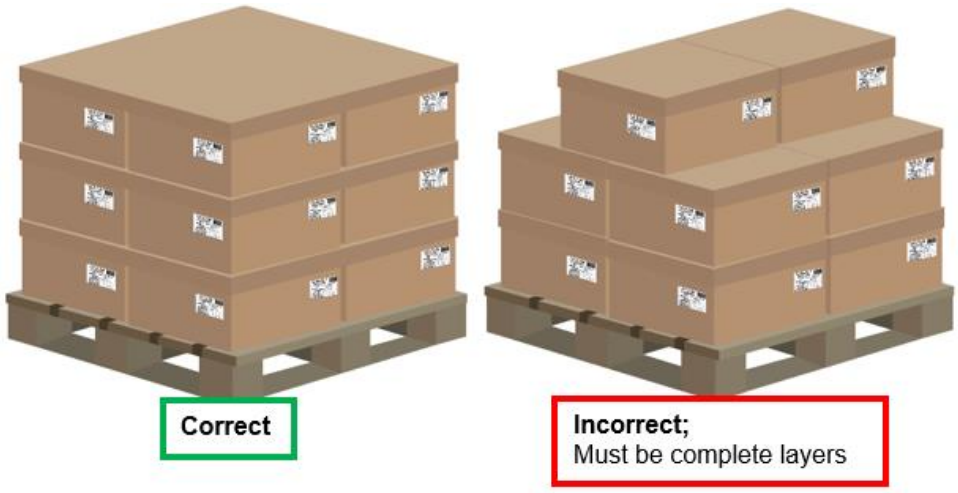
4.16.2 All unitized pallet loads must be made to safely double, triple, or quadruple stack in a truck.

4.16.3 It is not permissible, under any circumstance, for suppliers to ship unitized loads that do not stack.

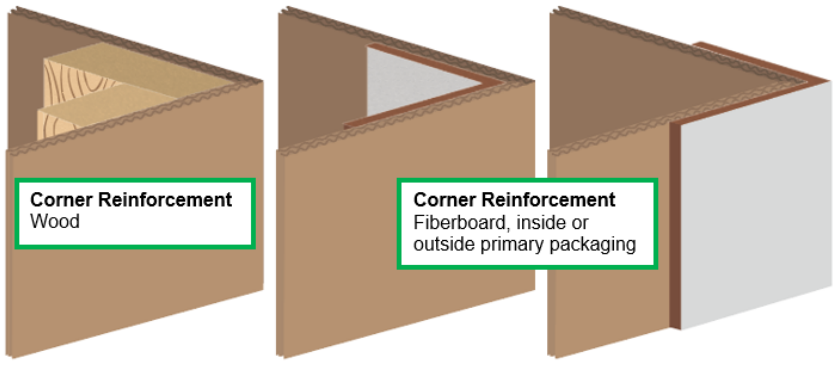
4.16.4 Unit load top layer must be configured with support in all four corners to allow for stacking in loading and storage. Void fillers or empty cartons are an acceptable practice (NA ONLY); load transfer needs consideration when using such methods.

4.16.5 Standard unit load height of 25, 34 and 50 inches are to be maintained to assure maximum cubic transportation efficiency.

4.16.6 Pyramid stacking is not an acceptable practice.



4.16.7 When corner supports are required for stacking strength, the preferred option is corrugated; Formed fiberboard angle boards, and roll ups. Wooden corner supports are an allowable alternative when heavy loads are applied. All wooden dunnage must follow the U.S Government Certification, USDA-APHIS (ISPM-15) specification.

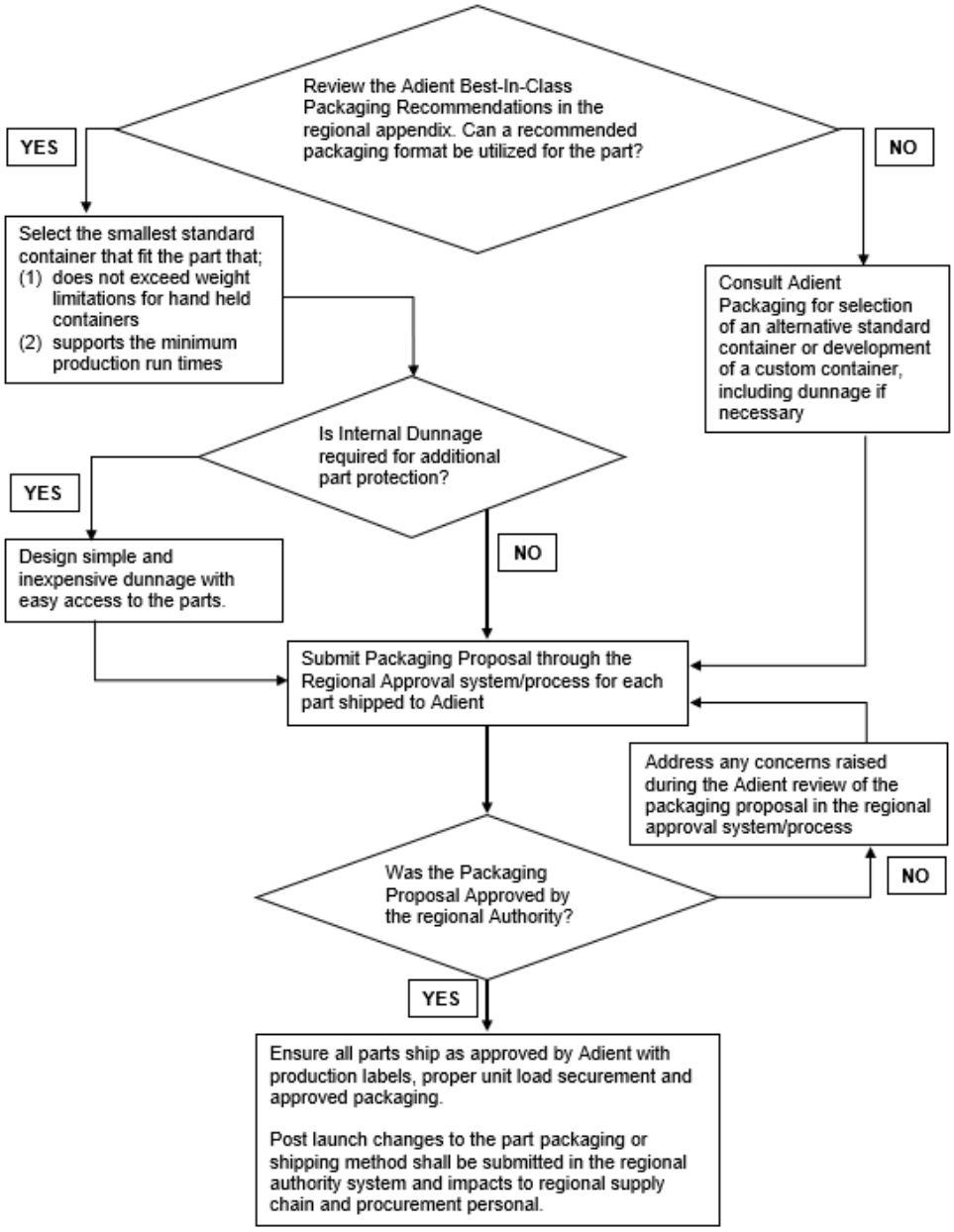


4.17 Europe (EMEA) Specific Packaging Guidelines

This section covers guidance for all shipments to Adient and Adient Joint Venture Europe Sites.
All guidelines covered in section *General Adient Global Packaging Guidelines* apply to Europe as well.

EMEA-SCM-Packaging@adient.com

4.18 European Supplier Packaging Selection Flowchart



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4.19 Packaging Approval Process

4.19.1 Prior to the launch of any new program or program refresh (Adient PLUS Launch Phase: Design Verification stage typical 10-12 months prior to SOP)

4.19.2 Notification will be sent to the suppliers the electronic PDS creation process within Binman

4.19.3 Suppliers will be required to request access to the electronic PDS creation process within Binman

4.19.4 Suppliers **MUST** submit packaging proposal through the electronic PDS creation process within Binman

4.19.5 Rejected or Approved Packaging proposals will be available in the electronic PDS creation process within Binman

4.19.6 Any pre-production build events should be shipped in production intent packaging representing the packaging proposal during the packaging approval process.

- The approved packaging proposal will be located in the Adient Packaging Data Form System or via Binman's PDS Menu when final approval is granted. (Normally 1-4 months prior to launch).

4.20 Standard Returnable Packaging

4.20.1 Returnable containers sizes that are preferred: see appendix for list of approved/recommend container sizes 4.30.2

4.20.2 The gross weight limit for any hand-held package (ex: KLT, carton, trim bundle, foam bag, etc.)

- Europe: 12 – 15kg

4.20.3 If an Adient Health and Safety/Ergonomics representative deems hand-held packages unsafe based on factors such as height and reach, suppliers may be asked to reduce the gross weight to less than the above standards or change the container type

4.20.4 All containers must be used in compliance to the container manufactures published container weight capacity and dynamic stacking limits.

4.20.5 Adient will provide the returnable container fleet or funds to purchase the approved container fleet unless otherwise specified by Adient Purchasing Representative where Adient are responsible for container purchase

4.20.6 Each returnable container will have 2-part label locations, a minimum of 2 identification labels. If unique containers/dunnage the containers will be identified with supplier return-to labels.

4.20.7 Adient will provide a reasonable number of inventory days for suppliers to manage supplier operations.

4.20.8 Returnable containers sizes that are preferred are listed in Appendix 4.30.2

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4.20.9 Standard Inventory Levels:

- Trim 2 days of packaging @Supplier
- Metal 1,5 days of packaging @Supplier
- Headrest 2 days of packaging @Supplier
- Foam 2 days of packaging @Supplier
- Safety 2 days of packaging @Supplier
- Plastics 5 days of packaging @Supplier
- Miscellaneous 2-5 days of packaging @Supplier

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4.21 Returnable Packaging Asset Counts

4.21.1 It is expected that all Adient suppliers who use returnable containers perform a physical full container count at the request of Adient at least once per quarter if required and it is a must to execute a monthly reconciliation of containers

4.21.2 Counts **MUST** be entered into the container management system Binman upon the required dates

4.21.3 Adient will execute a supplier DMR to initiate a chargeback for not performing a container asset count on the required date and failing to enter the count into Adient's container management tracking system "Binman"

4.21.4 Container losses identified can be cross charged to suppliers via the DMR process

4.22 Returnable Packaging Shipments

4.22.1 All Adient suppliers who use returnable containers must us Binman for tracking. Every shipment must be seen in Binman (amount of container).

4.23 Supplier Expectations using Adient provided returnable packaging assets

4.23.1 Suppliers will return Adient owned container assets in line with delivery and usage expectations

4.23.2 **Suppliers will utilize Adient owned returnable container assets for the intended production use only this does not include supplier batch building unless approved by Adient representative**

4.23.3 Adient will execute a supplier DMR to initiate a chargeback for not returning Adient container assets utilizing the Adient container management tracking system "Binman"

4.24 General Pallet Guidelines – Returnable & Expendable

4.24.1 All pallets must comply to footprint standards list in Appendix and according to European. specifications.

4.24.2 Overall pallet stack height must not exceed 2m, unit loads must be able to stack up to 2.997m in a domestic trailer.

4.24.3 All pallets must have 4-way entry.

4.24.4 Returnable KLTs should ship on returnable pallets; expendable cardboard box should ship on expendable pallets.

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4.24.5 Returnable Pallets must be able to support a minimum of 1.5 ton.

4.24.6 When a returnable pallet is used, a returnable top cap must be used to ensure part integrity & stacking stability.

4.24.7 All solid wood packaging used for shipments within Europe must be heat-treated to International Standards for Phytosanitary Measures Number 15 (ISPM-15). See Section 4.4 Export Guidelines for further clarification. – For shipments into NA only

- Expendable pallets should be made of durable materials so as not to cause a safety hazard while being handled.
- Expendable pallets must be heat-treated to International Standards for Phytosanitary Measures Number 15 (ISPM 15). See Section 4.4 Export Guidelines for further clarification. – For shipments into NA only
- All unitized pallet loads should be made to double, triple, or quadruple stack in a truck, up to 2.997m. It is not permissible, under any circumstance, for suppliers to ship unitized loads that do not stack.
- Each pallet should contain only one-part number worth of parts; do not mix skids unless otherwise directed/approved to do so by the receiving Adient Facility. For low running parts this would not be possible without impacting inbound freight, so priority should be to maximize loading space.
- Containers must not hang over the edges of the pallet.
- Containers must be secured to the pallets when shipped – NO EXCEPTIONS.

4.25 Domestic Expendable Packaging

4.25.1 Expendable container sizes must closely resemble the approved returnable container sizes.

4.25.2 The gross weight limit for any hand-held package (ex: KLT, carton, trim bundle, foam bag, etc.)

- 12 – 15kg

4.25.3 If an Adient Health and Safety/Ergonomics representative deems hand-held packages unsafe based on factors such as height and reach, suppliers may be asked to reduce the gross weight to less than the above standards or change the container type to maximize truck utilization

4.25.4 Boxes may be single, double, or triple wall, depending on size & weight requirements.

4.25.5 Boxes must be adhered with tape. Metal staples are not acceptable.

4.25.6 Boxes should be secured to expendable pallets using either stretch wrapping or plastic banding and fiber board corner post to secure cartons on the pallet where applicable.

4.26 Unit Load Stacking and Corner Supports

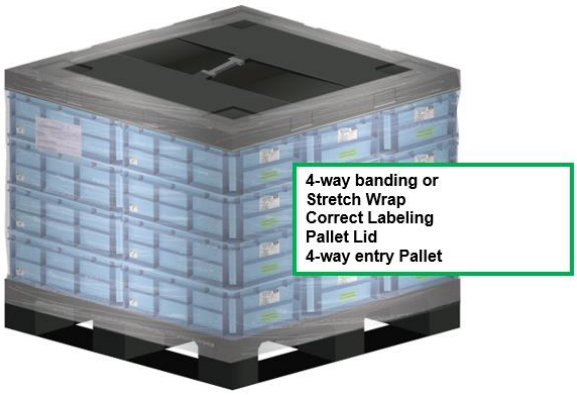
4.26.1 Unit load stack heights *must* be designed of sufficient strength to withstand a minimum stacking height at 2.997m under full load in transit or storage.

4.26.2 Unit load top layer *must* be configured with support in all four corners to allow for stacking in loading and storage. Void fillers or empty cartons are NOT an acceptable practice in Europe.

4.26.3 Max unit load height of 1 pallet is 1m to ensure maximum cubic transportation efficiency.

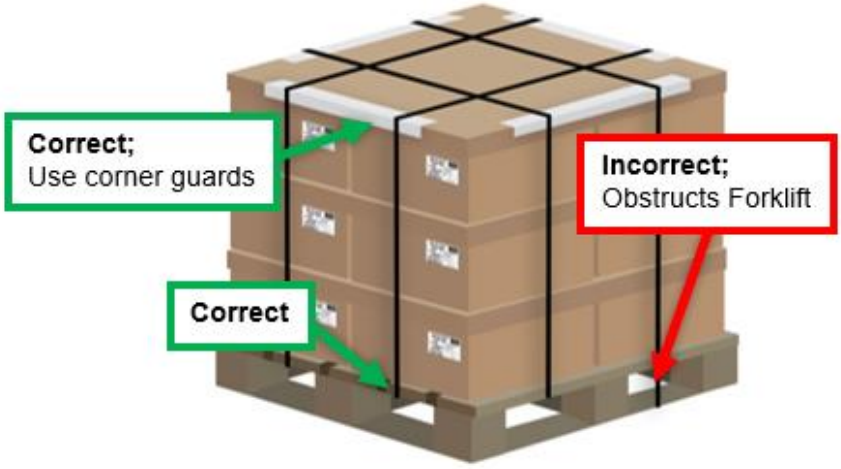
4.26.4 It is the supplier's responsibility to secure all unit loads with adequate banding.

- Polyester plastic strapping is the preferred method for securing a unit load of manually handled KLT cartons to a pallet. Supplier is recommended to use four (2) way strapping practices on manually handled carton unit loads. Shrink-wrap film, (non-PVC) is acceptable and recommended to ensure load integrity. Metal banding is restricted and allowed on an acceptation basis only.



OBSOLETE VERSION - DO NOT USE

Band pallets through openings with plastic banding:



Stretch wrap pallet with several rotations around the base of the pallet:

4.27 Unit Load Stacking and Corner Supports

4.27.1 Unit load stack heights must be designed of sufficient strength to withstand a minimum stacking height at 2.997m under full load in transit or storage.

4.27.2 All unitized pallet loads must be made to safely double, triple, or quadruple stack in a truck

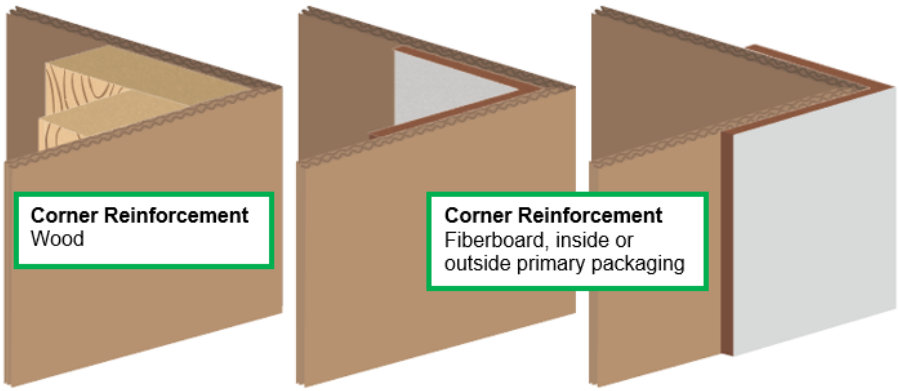
4.27.3 It is not permissible, under any circumstance, for suppliers to ship unitized loads that do not stack.

4.27.4 Unit load top layer must be configured with support in all four corners to allow for stacking in loading and storage. Void fillers or empty cartons are not an acceptable practice

4.27.5 Standard unit load height of 1000mm are to be maintained to assure maximum cubic transportation efficiency.

4.27.6 Pyramid stacking is not an acceptable practice.

4.27.7 When corner supports are required for stacking strength, the preferred option is corrugated; Formed fiberboard angle boards, and roll ups. Wooden corner supports are an allowable alternative when heavy loads are applied. All wooden dunnage must follow the ISPM-15 specification.



Questions related to the below Packaging Standards can be emailed to the below address:
EMEA-SCM-Packaging@adient.com

4.28 Global Appendix

4.28.1 General Adient Transoceanic Global Packaging Guidelines for all regions

Expendable Packaging International/export: 40ft sea container		Style	Notes/Container ID
0909-5	Export Box, 9"x9"x5"	RSC	Perforated tear off lid
1115-7	Export Box, 11.75"x15"x7"	RSC	Perforated tear off lid
2315-7	Export Box, 23.5"x15"x7"	RSC	1 lid per layer
2315-10	Export Box, 23.5"x15"x9.8"	RSC	1 lid per layer
2315-13	Export Box, 23.5"x15"x13"	RSC	1 lid per layer
2322-7	Export Box, 23.5"x22"x7.0"	RSC	1 lid per layer
2322-10	Export Box, 23.5"x22"x9.8"	RSC	1 lid per layer
2322-13	Export Box, 23.5"x22"x13"	RSC	1 lid per layer
3630-22	Export Gaylord, 36"x30"x22" Triple Wall, wood reinf	HSC	-
4745-22	Export Gaylord, 47"x45"x22", Triple Wall, wood reinf	HSC	-
4745-29	Export Gaylord, 47"x45"x29", Triple Wall, wood Reinf	HSC	-
4745-44	Export Gaylord, 47"x45"x44", Triple wall, wood, Reinf	HSC	-
4429-29: A Module	A Module Gaylord, 44.5"29"x29" Triple wall/plywood: Adient STD	HSC	3790079
4644-33: Z Module	Z module Gaylord, 46.5"x4.5"x33", Triple wall/plywood: Adient STD	HSC	3790084
3630 HT Pallet	Expendable EXPORT Pallet, 36"x30" (plywood)	STD	-
4745 HT Pallet	Expendable EXPORT Pallet, 47"x45" (plywood)	STD	-

4.28.2 Appendix EPA's TSCA Title VI Formaldehyde Emission Limits

Product	Emission Standard
Hardwood Plywood – Veneer Core	0.05 ppm of formaldehyde
Hardwood Plywood – Composite Core	0.05 ppm of formaldehyde
Medium-Density Fiberboard	0.11 ppm of formaldehyde
Thin Medium-Density Fiberboard	0.13 ppm of formaldehyde
Particleboard	0.09 ppm of formaldehyde

OBSOLETE VERSION - DO NOT USE

4.29 North America Specific Appendix

4.29.1 Adient N.A Standard commodity with best-in-class packaging recommendations

Adient Container Part #	Cont Name/Size	Fasteners	Wire Harness	Small Metal stampings	Medium Metal Stampings	Large Metal Stampings	Metal Frame Assemblies	Seat Tracks	Small Injection Parts	Medium Injection Parts	Large Injection Parts	Large Side Shields	Pull Straps	Side Airbags	Seatbelt Assemblies	Backpanels	Heater Mats	Lumbar/Flexmats	Cables	Shipping Bags	Wrapped Components (Armrest/Bolsters)
		Returnable Totes: Straight wall reinforced bottoms																			
2104007	1215-7			x	x				x												
2107360	1215-9								x												
2107364	2415-5			x	x																
2103994	2415-7			x	x				x					x	x						
2107365	2415-9								x	x				x	x						
2107366	2415-11									x											
2107369	2415-14										x										
2107371	2422-7									x											
2107372	2422-9									x	x										
2103995	2422-11										x										
2107373	2422-14										x										
3957209	2717-12											x									
2289928/2289933	4845R SFoam			x	x				x	x	x			x	x						
		Returnable Bulk Bins: Heavy Capacity-2 drop doors																			
2107389	3230-25					x															
2107390	3230-34					x												x			
2108925	4845-25					x						x				x		x			x
2083853	4845-34					x	x	x				x				x		x			x
2150857	4845-40																				x
2150880	4845-42																				x
2108932	6448-34					x	x														
		Adient Unique N.A. Standard Returnable Containers																			
2107898	Adient Coffin																				
	Foam-n-bag																				
2447061	Metal Sleeve Pack, 48"x45"x34"					x	x	x													
3966810	Trim Tall Sleeve system: 54"x44"x34"																				
4004171	Trim Short Sleeve system: 54"x44"x25"																				
5017794	System: 64"x48"x50"																				

Adient Container Part #	Cont Name/Size	Springs	Motors	Recliners	Metal Tubes	Formed Metal Tubes	Trim-Leather	Trim-Cloth	Small Foam-Armrest	Small Foam-Headrest	Seat Foam (Cushion,backs,rear row)	Seat Foam (100% Wire Encapsulated cushion/back)	Headrest Tubes	Foam Formed Wires	Foam Wires Assemblies	Trim Retainers
		Returnable Totes: Straight wall reinforced bottoms														
2104007	1215-7			x									x	x		
2107360	1215-9															
2107364	2415-5		x		x	x							x	x		
2103994	2415-7		x	x	x	x								x		
2107365	2415-9															
2107366	2415-11															
2107369	2415-14															
2107371	2422-7															
2107372	2422-9															
2103995	2422-11															
2107373	2422-14															
3957209	2717-12															
2289928/2289933	4845R SFoam		x	x	x	x							x	x		
		Returnable Bulk Bins: Heavy Capacity-2 drop doors														
2107389	3230-25			x												
2107390	3230-34			x												
2108925	4845-25								x							
2083853	4845-34								x						x	
2150857	4845-40															
2150880	4845-42															
2108932	6448-34														x	
		Adient Unique N.A. Standard Returnable Containers														
2107898	Adient Coffin						x			x						
	Foam-n-bag										x					
2447061	Metal Sleeve Pack, 48"x45"x34"															
3966810	Trim Tall Sleeve system: 54"x44"x34"							x								
4004171	Trim Short Sleeve system: 54"x44"x25"						x									
5017794	Foam Sleeve System: 64"x48"x50"										x	x				

OBSOLETE VERSION - DO NOT USE

Cont Name/Size	Fasteners	Wire Harness	Small Metal stampings	Medium Metal Stampings	Large Metal Stampings	Metal Frame Assemblies	Seat Tracks	Small Injection Parts	Medium Injection Parts	Large Injection Parts	Large Side Shields	Pull Straps	Side Airbags	Seatbelt Assemblies	Backpanels	Heater Mats	Lumbar/Flexmats	Cables	Shipping Bags	Wrapped Components (Armrest/Bolsters)
Expendable Packaging Domestic-Hand Held Cartons																				
0909-6	X																			
0909-9	X											X								
1010-10	X											X								
1215-7 SW								x												
1215-7 DW			X																	
1215-9 SW								x				X								
2415-5 SW																				
2415-5 DW			X	X																
2415-7 SW								x												
2415-7 DW		X	X	X									X	X						
2415-9 SW								x	x				X	X						
2415-11.5 SW		X							x											
2415-14 SW										x										
2422-7 SW									x											
2422-9 SW									x											
2422-11 SW										x										
2422-14 SW										x						X	X			
3215-7 SW																		X		
3230 HT Pallet	X											X								
4845 HT Pallet		X	X	X				X	X	X		X	X	X		X	X	X	X	
Expendable Packaging Domestic-Pallet Boxes																				
3230-25 TW-W					X															
3230-34 TW-W					X												X			
4845-25 TW-W					X						X				X	X	X			X
4845-34 TW-W					X	X					X				X					X
4845-50 TW-W																				
6448-34 TW-W						X														

Cont Name/Size	Springs	Motors	Recliners	Metal Tubes	Formed Metal Tubes	Trim-Leather	Trim-Cloth	Small Foam-Armrest	Small Foam-Headrest	Seat Foam (Cushion,backs,rear row)	Seat Foam (100% Wire Encapsulated cushion/back)	Headrest Tubes	Foam Formed Wires	Foam Wires Assemblies	Trim Retainers
	Expendable Packaging Domestic-Hand Held Cartons														
0909-6															
0909-9	X														
1010-10	X														
1215-7 SW															X
1215-7 DW															
1215-9 SW	X														
2415-5 SW		X													X
2415-5 DW				X	X							X	X		
2415-7 SW		X													
2415-7 DW			X	X	X							X	X		
2415-9 SW			X												X
2415-11.5 SW															
2415-14 SW															
2422-7 SW															
2422-9 SW															
2422-11 SW															
2422-14 SW													X		
3215-7 SW															
3230 HT Pallet	X	X													
4845 HT Pallet	X	X	X	X	X							X	X		X
	Expendable Packaging Domestic-Pallet Boxes														
3230-25 TW-W			X												
3230-34 TW-W			X												
4845-25 TW-W															
4845-34 TW-W														X	
4845-50 TW-W															
6448-34 TW-W														X	

OBSOLETE VERSION - DO NOT USE

4.29.2 Adient North America baseline RASIC SSOW

Inbound Packaging Responsibility: North America Only:									
Activates / Resources (Baseline Assumptions-Subject for review during SSOW/Quote phase)	Component Supplier	Adient Purchasing	Adient-Packaging Engineering Team	Adient Plant Team	Adient Quality Plant Team	Adient Manufacturing Engineering	Adient Launch AFM Team	Adient Launch Program Manager	
Option 1: Supplier Packaging Engineering Responsibility and Adient Returnable Procurement Responsibility									
SSOW Quote Package: Packaging Expectations		I	C	I			I	R	
Quote Packaging: Expendable/Returnable	R	S	C						
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A			
Packaging: Expendable & Retunrable Design/Development/Prototype	R	I	C						
Expendable Packaging Procurement (Supplier piece price)	R	A	S						
Returnable Packaging Funding: (CAR Funding)			C	I			R	S	
Returnable Packaging Procurement (PO to packaging vendors)	I	A	C	R			I		
Initial Returnable Packaging Delivery/Confirmation	C	I	R	I					
Cleaning/Maintaining Responsibility: returnable container fleet	R	I	C	A					
Repair/Replacement Responsibility: returnable container fleet	C	I	S	R					
Option 2: Adient Engineering responsibility and manages packaging vendors-Returnable only									
SSOW Quote Package: Packaging Expectations		I	C	I			I	R	
Quote Packaging: Expendable/Returnable	R	I	S				I		
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A			
Expendable Packaging: Design/Development/Prototype	R	I	C						
Returnable Packaging: Design/Development/Prototype	C	I	R	A				I	
Expendable Packaging Procurement (Supplier piece price)	R	A	S						
Returnable Funding: (CAR Funding)			C	I			R	S	
Returnable Packaging Procurement (PO to packaging vendors)		A	C	R			I		
Initial Returnable Packaging Delivery/Confirmation	C	I	R	I					
Cleaning/Maintaining Responsibility: returnable container fleet	R	I	C	A					
Repair/Replacement Responsibility: returnable container fleet	C	I	S	R					

4.29.3 **Adient Packaging Data Form Web Based System**: http://uspec.surgere.com/

Prior to the launch of any new program or program refresh (Adient PLUS Launch Phase: Design Verification stage typical 10-12 months prior to SOP):

- Notification will be sent to the suppliers from the Adient Packaging Data Form System, USPEC
- Suppliers will be required to request access to the USPEC
- Suppliers will submit packaging proposal through the USPEC
  - Rejected or Approved Packaging proposals will be available in USPEC

Adient PACKAGING DATA FORM

Adient Part #: XXXXXX
JCI Legacy Part #:
Part Name: Wire Frame Assy, Rear Seat Cushion (Conv)
Revision Level: 1
Proposal Interior:
Date Revision: Production 12/1/2016 2:26:19 PM

Program: XXX Program
Supplier Code-Name: 123456
Supplier Ship From Location: Adient, MI
Component Annual Volume(CPV): 331,000
Component Daily Volume: 1,379.20
JCI Receiving Plant Code-Location: AE0204,Georgetown,KY

Supplier Contact: Jane Doe
Phone: xxx-xxx-xxxx
Mobile: 419-399-4500
Email: jane.doe@adient.com
Supplier DUNS#: 123456

Vehicle: Camry Hybrid
Model Year: 2018
OEM Customer: Toyota
OEM Part Number:

PART CHARACTERISTICS

Length (In)	Width (In)	Height (In)	Part Weight (Lb)	Ship in multiple colors?? No
47.50	21.50	6.00	2.80	Tool #: Row :

☐ Class A ☐ Grained Surface
☐ Painted ☐ Wrinkle-Prone
☐ Corrosion Inhibitor ☐ Set-Prone

PRIMARY CONTAINER / BACKUP CONTAINER

Container #: 2108932 / 2108932
Description: 6448-34 Returnable Bulk Bin, 64"x48"x34" / 6448-34 Returnable Bulk Bin, 64"x48"x34"
Expendable / Returnable: Returnable / Returnable
ContainerType : Returnable Bulk Bin / Returnable Bulk Bin
Container Color: /
Container Manufacturer: JCI Supplier /
Parts / Container : 40 / 40

	Length (In)	Width (In)	Height (In)
O.D.	64 / 64	48 / 48	34 / 34

TareWeight: 208.00 / 208 Lb
GrossWeight: 320.00 / 320 Lb
Load/Unload: /

DRAWING PICTURE OF PARTS AND PACK

Part

PrimaryContainer Interior

Primary Container Exterior

Unit Load

INTERIOR PACKAGING (Dunnage) / BACKUP INTERIOR PACKAGING (Dunnage)

Qty Description Manufacturer Returnable? Notes

PALLET AND LID / BACKUP PALLET AND LID

Pallet #: Other /
Description:

Pallet Dimensions:	Length (In)	Width (In)	Height (In)
	0	0	0

Pallet Tare Weight: 0.00 Lb

Lid #: Other /
Description:

Lid Dimensions:	Length (In)	Width (In)	Height (In)
	0	0	0

Lid Tare Weight: 0.00 Lb

UNIT LOAD

	Length (In)	Width (In)	Height (In)
Unit Load Dimensions:	64	48	34

Unit Load Gross Weight: 320.00 Lb
Pcs/Unit Load: 40
Inventory Days/Unit Load: 0.0290
Load Securement: None
Containers/Layer: 1
Layers/Unit Load: 1
Containers/Unit Load: 1

Unit Loads/Trailer Layer: 14
Unit Loads High/Trailer: 3
Unit Loads/Trailer: 42
Empty Unit Loads/Return: 42
Inventory Days/Trailer: 0
Collapsible: True
Collapsed Container Height: 10.00
Collapsed Container Ratio: 3

RETURNABLE SYSTEM DAYS ASSUMPTIONS

Supplier Inventory Days:	3.00
In Transit to Plant Days:	1.00
Internal Plant Days:	2.00
In Transit to Supplier Days:	2.00
Border Crossing / Consolidation:	0.00
Contingency / Other:	0.00
Total System Days:	8.00
Total Containers In System:	276.00
Total Unit Loads In System:	276.00

Freight Ownership: Customer
Expected Transport Mode: LTL
Expected Ship Frequency: 2.00 X per Week
Container Return Frequency: 2 X per Week
System Days Explain: N/A

CONTAINER OWNERSHIP/BACKUP

Ownership: Adient
Backup Statement Agreed to:

Parts Notes:

MAINTENANCE/REPAIR

Repair Maintenance Agreement Acknowledged:

PACKAGING APPROVAL

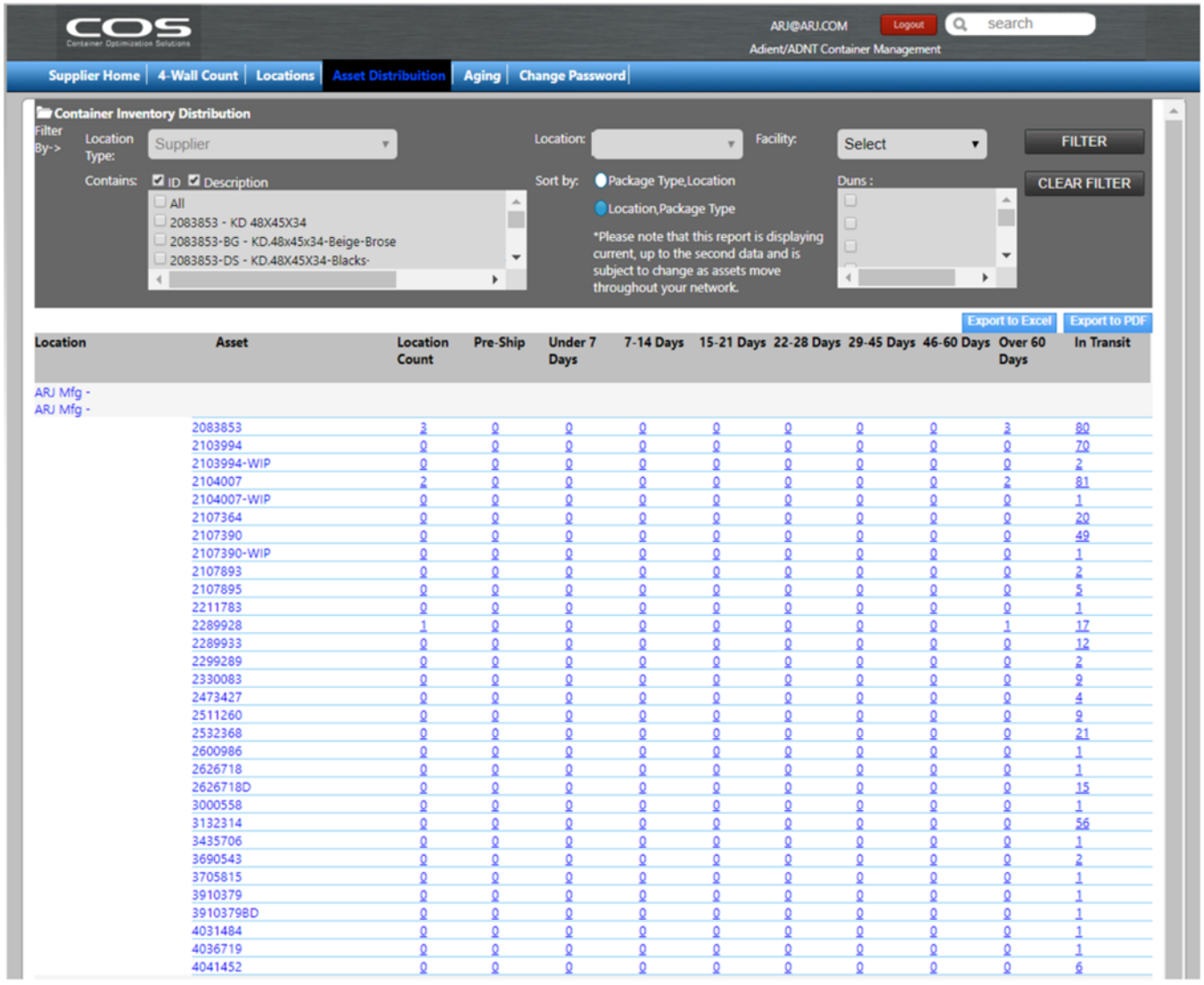
Packaging Rep: Supplier Approval
Adient Manufacturing :
Adient PackagingEngineer :
Adient Quality :
Adient Materials :
Adient Packaging Engineer :

Disclaimer:

Proposal

4.29.4 Adient Returnable Packaging Asset Tracking Web Based System: https://cosx.surgere.com

- Track Adient returnable assets assigned to supplier facilities
- Email ae-na-scm-packaging@adient.com to be set up with an account



4.29.5 Adient Returnable Container Asset Memo-Updated November 2016:

Adient Ltd. & Co. KG, a Johnson Controls company
47700 Halyard Street,
Plymouth, MI, USA

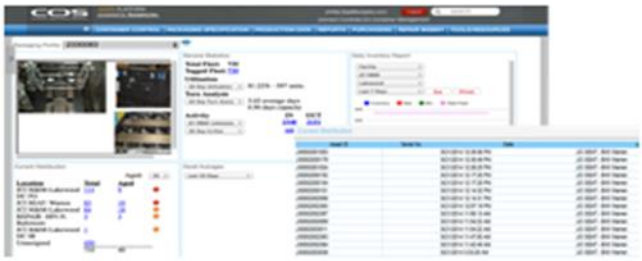
Nov. 2016

Attention Adient Suppliers,

In March of 2015, the Adient North America Central Supply Chain team launched the next generation returnable container tracking system utilizing Radio Frequency Tracking Systems (RFID). During the next 6 months Adient will be installing RFID equipment in our North America AE Seating facilities. Adient has applied serialized RFID tags to Adient owned returnable container fleets and we have implemented a system to manage where containers were shipped to and how long they are sitting idle at that destination.

As a Adient supplier, what you need to know:

- Adient will charge suppliers for returnable containers not returned in 60 days
- RFID system does not impact suppliers using production expendable packaging
- Adient container assets will have unique serialized number
- RFID tag is human readable, barcode readable, QR (2D Barcode) readable and RFID readable
- RFID equipment captures the unique serialize number and records time & date
- Adient has visibility of serialized container assets that are loaded/unloaded on a trailer
- Adient has visibility of the N.A. supply chain on Adient container assets last known location



As a Adient Supplier, what we are requiring from you:

- Adient container assets must be used for Adient product
- Adient containers assets returned in the allotted time frame (plan for 60 days)
- Advise if your facility has extra/miss routed/obsolete Adient owned container assets:
  Email: AE-NA-SCM-Packaging@adient.com **Due: April 6th, 2015**
- Provide email/contact info for key materials/shipping clerks to gain access to the system:
  Email: AE-NA-SCM-Packaging@adient.com **Due: April 6th, 2015**

Further email communications and online training will be provided in the Second Quarter 2015 as the roll out across North America progresses.

If you have questions please send an email to AE-NA-SCM-Packaging@adient.com

Mike Land
Adient
Executive Director Purchasing

Mark Klenczar
~~Adient~~
Central Supply Chain

4.29.6 Adient Packaging Solid Wood Restrictions Memo - June 2017:

Adient US, LLC
49200 Halyard Drive
Plymouth, Michigan 48170
Tel 734-254-7694

June 26, 2017

Adient Suppliers & Logistic Providers

RE: Solid wood restrictions for overseas shipments supplied and/or sold into North America

The purpose of this communication is to emphasize the need for your organization to comply with Adient's global phytosanitary requirements relative to the use of solid wood within pallets and/or other packaging components.

Effective August 1, 2017 all Adient suppliers and logistic providers that supply and/or sell products into Adient facilities within the United States, Canada and Mexico ("North America") from overseas must be packaged with non-solid wood material, such as plastic, plywood or fiber board. Adient will not accept ISPM15 solid wood pallets and/or other packaging components for overseas shipments into North America. Please refer to the Global Supplier Standards Manual, Supply Chain Management Chapter 3, section 14 (General Adient Global Packaging Guidelines).

Please communicate within your organization that any non-compliance with these requirements could result in rejection of your material, and all associated costs / fines directly or indirectly incurred by Adient as a result of your non-compliance will be charged back to your company pursuant to the Terms and Conditions of Purchase between your company and Adient.

Sincerely,

David Dorgan
Vice President
Global Supply Chain
734-254-3626
David.Dorgan@adient.com

Todd Vergin
Purchasing Director
Global Supply Chain Commodities
734-254-7694
Todd.M.Vergin@adient.com

4.29.7 Adient Supplier memo on Compliance with Adient Packaging and Barcode standards: November 2018

Adient plc
49200 Halyard Drive
Plymouth, MI 48170
734/254-5000

November 9th, 2018

Re: Compliance with Adient Global Supplier Manual – Supply Chain Management

Adient Suppliers:

All Adient suppliers are required to comply with Adient's Global Supplier Standards Manual (the "Supplier Standards") available at https://www.adient.com/suppliers/supplier-expectations. These standards include critical operational requirements for barcode labeling and packaging guidelines:

- Production barcode labeling requirements are found in Section 4.5. See Section 4.5.8 for specific requirements for 2D barcodes.
- Packaging Guidelines are found in Section 4.15 of the Supplier Standards. Submissions of inbound packaging proposals must be made using the USPEC web-based system, or BINMAN for shipments into European facilities.

Failure to comply with these requirements will result Discrepant Material Rejections (DMRs) and chargebacks.

If you have questions regarding the Supplier Standards, please refer to the contact information in the Supplier Standards or contact your Adient customer plant.

Sincerely,

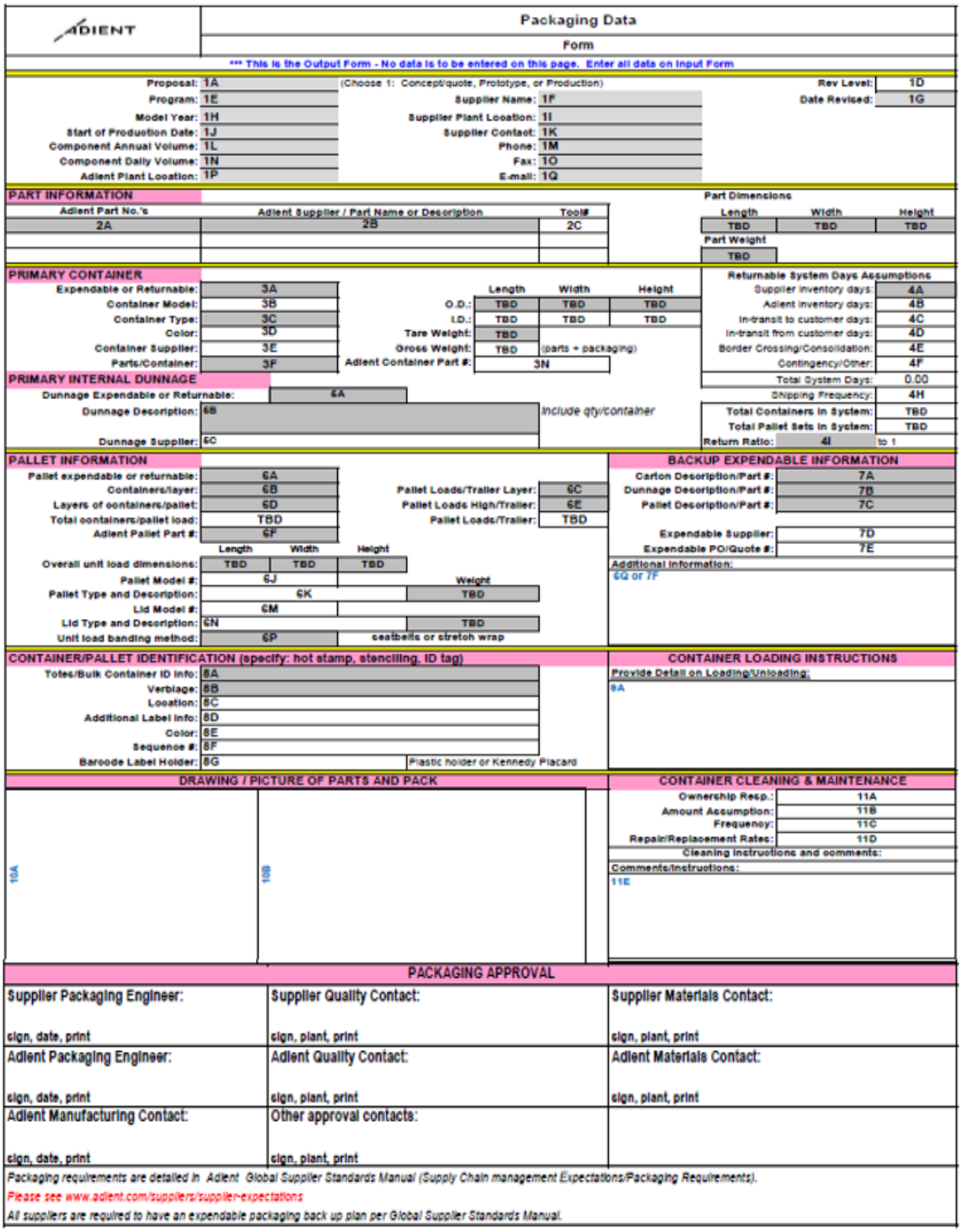
Adient US LLC

Mark Klenczar s/s

Mark Klenczar
N.A. Packaging Engineering Manager

4.30 European Specific Appendix

4.30.1 Adient external supplier excel quote form to find in Binman: https://BinMan-adient.logsol-gmbh.de/



ADIENT

Packaging Data Form

*** This is the Output Form - No data is to be entered on this page. Enter all data on Input Form

Proposal:	1A	(Choose 1: Concept/quote, Prototype, or Production)		Rev Level:	1D
Program:	1E	Supplier Name:	1F	Date Revised:	1G
Model Year:	1H	Supplier Plant Location:	1I		
Start of Production Date:	1J	Supplier Contact:	1K		
Component Annual Volume:	1L	Phone:	1M		
Component Daily Volume:	1N	Fax:	1O		
Adient Plant Location:	1P	E-mail:	1Q		

PART INFORMATION

Adient Part No.'s	Adient Supplier / Part Name or Description	Tool#	Part Dimensions Length	Width	Height
2A	2B	2C	TBD	TBD	TBD
			Part Weight		
			TBD		

PRIMARY CONTAINER

			Length	Width	Height
Expendable or Returnable:	3A	O.D.:	TBD	TBD	TBD
Container Model:	3B	I.D.:	TBD	TBD	TBD
Container Type:	3C	Tare Weight:	TBD		
Color:	3D	Gross Weight:	TBD	(parts + packaging)	
Container Supplier:	3E	Adient Container Part #:	3N		
Parts/Container:	3F				

Returnable System Days Assumptions

Supplier inventory days:	4A
Adient inventory days:	4B
In-transit to customer days:	4C
In-transit from customer days:	4D
Border Crossing/Consolidation:	4E
Contingency/Other:	4F
Total System Days:	0.00
Shipping Frequency:	4H
Total Containers in System:	TBD
Total Pallet Sets in System:	TBD
Return Ratio:	4I to 1

PRIMARY INTERNAL DUNNAGE

Dunnage Expendable or Returnable:	5A	
Dunnage Description:	5B	Include qty/container
Dunnage Supplier:	5C	

PALLET INFORMATION

Pallet expendable or returnable:	6A		
Containers/layer:	6B	Pallet Loads/Trailer Layer:	6C
Layers of containers/pallet:	6D	Pallet Loads High/Trailer:	6E
Total containers/pallet load:	TBD	Pallet Loads/Trailer:	TBD
Adient Pallet Part #:	6F		

	Length	Width	Height	Weight
Overall unit load dimensions:	TBD	TBD	TBD	
Pallet Model #:	6J			
Pallet Type and Description:	6K			TBD
Lid Model #:	6M			
Lid Type and Description:	6N			TBD
Unit load banding method:	6P	seatbelts or stretch wrap		

BACKUP EXPENDABLE INFORMATION

Carton Description/Part #:	7A
Dunnage Description/Part #:	7B
Pallet Description/Part #:	7C
Expendable Supplier:	7D
Expendable PO/Quote #:	7E

Additional Information:
6Q or 7F

CONTAINER/PALLET IDENTIFICATION (specify: hot stamp, stenciling, ID tag)

Totes/Bulk Container ID Info:	8A	
Verbiage:	8B	
Location:	8C	
Additional Label Info:	8D	
Color:	8E	
Sequence #:	8F	
Barcode Label Holder:	8G	Plastic holder or Kennedy Placard

CONTAINER LOADING INSTRUCTIONS

Provide Detail on Loading/Unloading:
9A

DRAWING / PICTURE OF PARTS AND PACK

10A

10B

CONTAINER CLEANING & MAINTENANCE

Ownership Resp.:	11A
Amount Assumption:	11B
Frequency:	11C
Repair/Replacement Rates:	11D

Cleaning Instructions and comments:
Comments/Instructions:
11E

PACKAGING APPROVAL

Supplier Packaging Engineer: sign, date, print	Supplier Quality Contact: sign, plant, print	Supplier Materials Contact: sign, plant, print
Adient Packaging Engineer: sign, date, print	Adient Quality Contact: sign, plant, print	Adient Materials Contact: sign, plant, print
Adient Manufacturing Contact: sign, date, print	Other approval contacts: sign, plant, print	

Packaging requirements are detailed in Adient Global Supplier Standards Manual (Supply Chain management Expectations/Packaging Requirements).
Please see www.adient.com/suppliers/supplier-expectations
All suppliers are required to have an expendable packaging back up plan per Global Supplier Standards Manual.

4.30.2 Europe Standard Container Matrix

Color chart:
Handheld Container
Bulk container
Pallets
Lids

Hand Held Container	Bulk Container	Pallets	Lids			
Container Number	Container Name	Eng Net Weight [kg]	Length-Outer-mm	Width-Outer-mm	Height-Outer-mm	Return Ratio
1300809	RL-KLT-3147	0,60	297	198	147	1,00
1300762	RL-KLT-4147	1,10	396	297	147	1,00
5138871	RL-KLT-4213	1,42	396	297	213	1,00
1300752	RL-KLT-4280	1,70	396	297	280	1,00
1300747	RL-KLT-6147	1,80	594	396	147	1,00
5138864	RL-KLT-6213	2,27	594	396	213	1,00
1300741	RL-KLT-6280	2,67	594	396	280	1,00
1224086	R-KLT-3215	0,60	297	198	147	1,00
1224087	R-KLT-4315	1,30	396	297	147	1,00
5138876	R-KLT-4322	1,61	396	297	213	1,00
1224088	R-KLT-4329	1,60	396	297	280	1,00
1224092	R-KLT-6415	2,10	594	396	147	1,00
5138873	R-KLT-6422	2,60	594	396	213	1,00
1224096	R-KLT-6429	2,97	594	396	280	1,00
1224127	R-KLT-3215-ESD	0,63	297	198	148	1,00
1224128	R-KLT-4315-ESD	1,40	396	297	148	1,00
1224130	R-KLT-4329-ESD	2,07	396	297	280	1,00
1224134	R-KLT-6415-ESD	2,33	594	396	148	1,00
1224135	R-KLT-6429-ESD	3,35	594	396	280	1,00
1224089	F-KLT-6410	3,42	600	400	280	3,50
2671202	C-KLT-4314-Ivory	2,00	396	297	147	1,00
1805971	Keiper-C-KLT-6421Ivory	4,30	595	397	213	1,00
1224058	FK 8450	8,00	798	598	450	3,00
2301618	E 1208 Lsm Regenerat	19,80	1200	800	600	3,60
1379773	E 1208 LS-Regenerat	23,00	1200	800	750	4,50
1356506	E 1208 L-Regenerat	25,50	1200	800	995	4,67
1379768	E 1210 LS-Regenerat	27,00	1200	1000	750	4,50
1377941	E 1210 L-Regenerat	31,00	1200	1000	990	5,67
1379767	E 1512 LS-Regenerat	39.0	1500	1200	750	4,38
1379766	E 1512 L-Regenerat	42.1	1500	1200	990	6,00
1379765	E 1512 LX-Regenerat	49.6	1500	1200	1450	7,00
1379769	E 1612 LS-Regenerat	42.4	1600	1200	750	4,50
1379770	E 1612 L-Regenerat	46.4	1600	1200	990	6,00
1224119	E 1612 LX	54.4	1600	1200	1450	7,00
2432017	GLT 867	26,70	800	600	700	2,00
4810473	Magnum Optimum 1208	50,00	1200	800	958	3,67
2620585	Magnum Optimum	49,00	1200	1000	975	3,33
1224079	Lid 1208	6,10	1204	807	65	1,00
1224063	LID 1210	9,40	1207	1007	65	1,00
1224107	EUROPALLET RETURNABLE	25,00	1200	800	145	1,00
1224106	WOOD RETURN PALLET 1210	29,00	1200	1000	150	1,00
1733519	Wood one way Pallet 1208	8,00	1200	800	145	0,00
1733521	Wood one way Pallet 1210	12,00	1200	1000	145	0,00

OBSOLETE VERSION - DO NOT USE

4.30.3 Supplier Communication Letter, Container Management System

Dear Supplier

Adient uses the container management system called BinMan that is designed to track and trace the movement of containers between suppliers and Adient plants on a web based system.

Binman is a mandatory system that Adient expects all of their suppliers to participate in the usage of, to help Adient and yourselves track all returnable containers between our 2 plants. Without your commitment to the use of this system we will not see the full benefits of what this system can offer both Adient and yourselves and could result in liability at the supplier for lost containers.

You will be contacted, and you will also receive FREE Webex training with the designers of the system (Logsol). The training will be provided in order to enable you to use the system, and as it can be accessed via the web there will be no cost involved for yourself to use this system.

BinMan has the capability to be linked to your systems ASN´s to make all transactions on the system automatic, but also has the ability to process transactions manually if you do not have ASN capability. Adient will require that you confirm receiving of empty containers inside the BinMan system upon receipt back in your plant and raise any discrepancies immediately. This is to ensure that container stock levels can be seen live at all time and maintain accurate stocks between the parties as well.

Please provide us the contact details of your co-workers who shall be set up as “users”:
1.) To manage shipments: eg upload,clear, accept, reject bookings – daily operation
2.) To manage account history report once a month (packaging on stock) – monthly Reconciliation

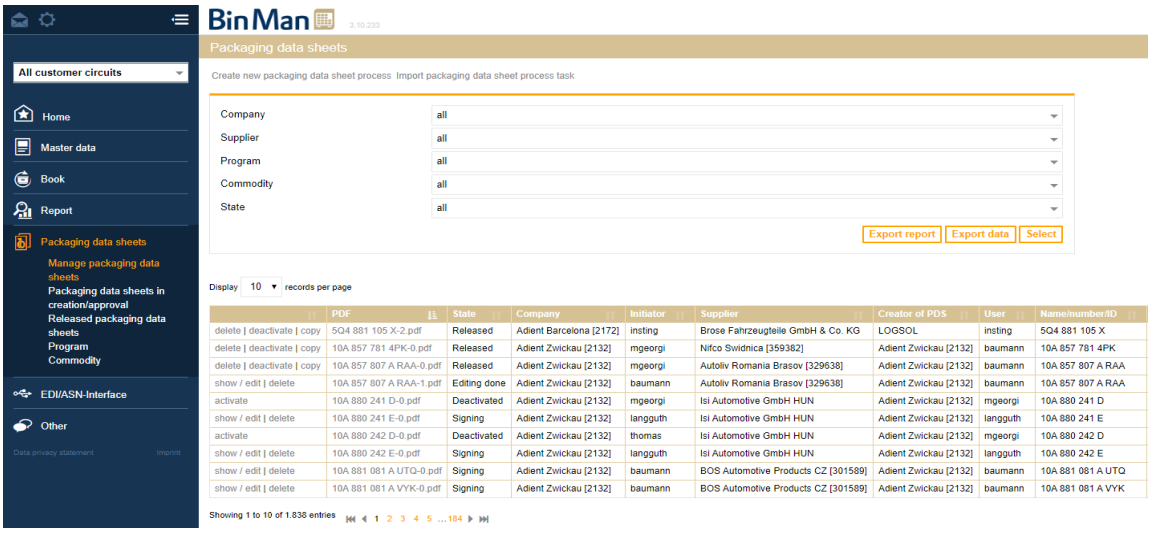
Adient looks forward to using this system with yourselves, and we hope you can see the benefits of using a system designed to track container movement between our plants.

If you have any questions / issues surrounding this process roll out please contact :
EMEA-SCM-Packaging@adient.com

4.30.4 Adient Packaging Data Form Web Based System: https://BinMan-adient.logsol-gmbh.de/

Prior to the launch of any new program or program refresh (Adient PLUS Launch Phase: Design Verification stage typical 10-12 months prior to SOP):

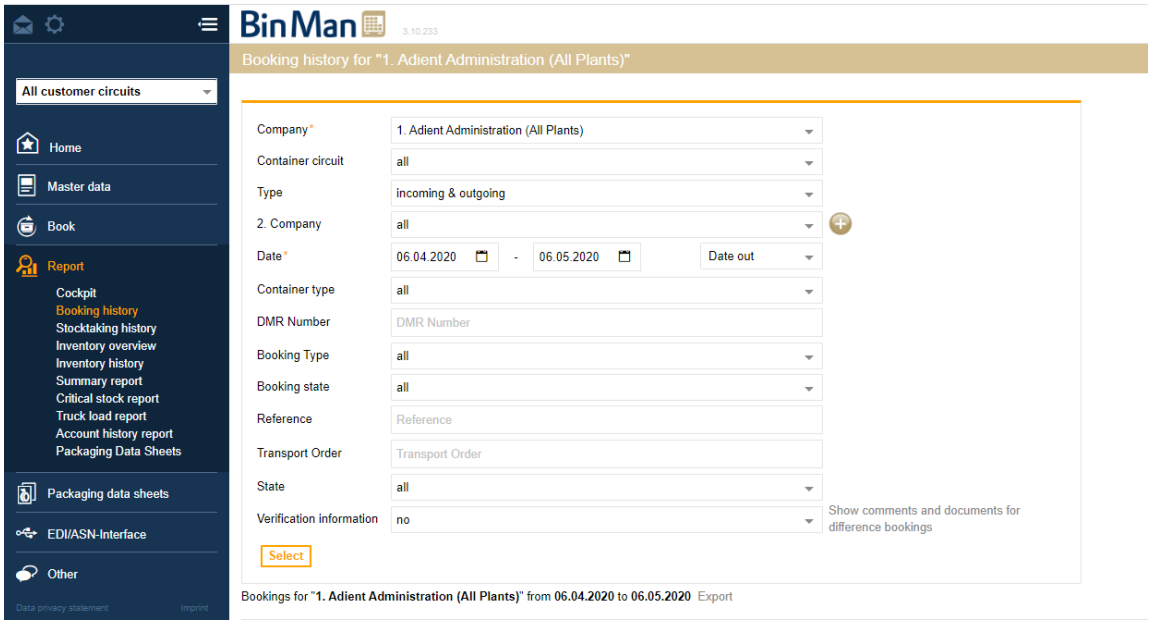
- Notification will be sent to the suppliers from the Adient Packaging Data Form System, BinMan
- Suppliers will be required to request access to the BinMan
- Suppliers will submit packaging proposal through the BinMan
  - Rejected or Approved Packaging proposals will be available in BinMan



4.30.5 Adient Returnable Packaging Asset Tracking Web Based System:

https://BinMan-adient.logsol-gmbh.de/

- Track Adient returnable assets assigned to supplier facilities



OBSOLETE VERSION - DO NOT USE

4.30.6 Europe RASIC

Activates / Resources (Baseline Assumptions-Subject for review during SSOW / Quote phase	Component Supplier	Adient Purchasing	Adient Packaging Engineering Team	Adient Plant Team	Adient Quality Plant Team	Adient Manufacturing Engineer	Adient Launch Program Manager
Option 1: Supplier Packaging Engineer Responsibility and Adient Returnable Procurement Responsibility							
SSOW Quote Package: Packaging Expectations		I	C	I			R
Quote Packaging: Expendable / Returnable	R	S	C				
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A	
Packaging: Expendable & Returnable Design / Development / Prototype	R	I	C				
Expendable Packaging Procurement (Supplier piece price)	R	A	S				
Returnable Packaging Funding (CAR Funding)			C	R			S
Returnable Packaging Procurement (PO to packaging vendors)	I	A	C	R			
Initial Returnable Packaging Delivery / Confirmation	C	I	R	I			
Cleaning / Maintaining Responsibility: returnable container fleet	R	I	C	A			
Repair / Replacement Responsibility: returnable container fleet	C	I	S	R			
Option 2: Adient Engineering responsibility and manages packaging vendors-Returnable only							
SSOW Quote Package: Packaging Expectations		I	C	I			R
Quote Packaging: Expendable / Returnable	R	I	S				
Packaging Proposal: Packaging Data Form Submission	R	I	A	A	A	A	
Expendable Packaging: Design / Development / Prototype	R	I	C	C			
Returnable Packaging: Design / Development / Prototype	C	I	R	A			I
Expendable Packaging Procurement (Supplier piece price)	R	A	S				
Returnable Packaging Funding (CAR Funding)			C	R			S
Returnable Packaging Procurement (PO to packaging vendors)		A	C	R			
Initial Returnable Packaging Delivery / Confirmation	C	I	R	I			
Cleaning / Maintaining Responsibility: returnable container fleet	R	I	C	A			
Repair / Replacement Responsibility: returnable container fleet	C	I	S	R			

5.0 Records/Logs

Not applicable.

6.0 References

Adient Supplier Portal: https://www.adient.com/suppliers