



GLOBAL LABOR STANDARDS

Lear Corporation considers its employees to be its most important resource and is committed to treating all employees with dignity and respect. In each location where Lear conducts business, it complies with local laws governing the employment relationship. Additionally, Lear is committed to recognizing the following human rights and labor principles throughout its global organization.

Child Labor

The Company does not employ children under the legal age for employment in any location.

Forced Labor

The Company believes that all employees should have the right to voluntarily elect whether to be employed by the Company. The Company will not use forced or involuntary labor of any kind or tolerate physically abusive disciplinary practices.

Harassment and Discrimination

The Company is committed to providing all employees with a professional working environment which is free from unlawful forms of discrimination and harassment. The Company strives to make all employment decisions based on the facts and individual merit. See EEO Policy and Harassment Free Workplace Policy.

Health and Safety

The Company will provide and maintain for all employees a safe and healthy working environment which meets or exceeds applicable local standards for occupational safety and health. See Environmental, Health and Safety Policy.

Corrupt Business Practices

The Company is committed to conducting business ethically throughout the world. The Company prohibits giving or promising to give anything of value to employees or representatives of foreign governments or governmental agencies, political parties, political candidates, or customers for the purpose of obtaining or retaining business.

A handwritten signature in black ink, appearing to read 'M. Simoncini', with a long horizontal flourish extending to the right.

Matthew J. Simoncini
President and Chief Executive Officer