Human Rights Policy Statement

1. Purpose and scope

At Autoliv, our vision is Saving More Lives and our mission is to provide world-class, life-saving solutions for mobility and society. Guided by this purpose and as a signatory participant of the United Nations Global Compact, we are committed to respecting human rights in our operations and throughout our value chain. The commitments outlined in this Human Rights Policy Statement ('the Policy Statement'), along with the Autoliv Code of Conduct and other corporate topic-specific policies, form the basis of our human rights approach. In situations where there is a difference between local legal requirements and this policy, Autoliv follows the higher standard. This Policy applies to all Autoliv employees and individuals working on behalf of Autoliv. Management is responsible for adherence to this policy. Autoliv's Supplier Code of Conduct, Supplier Responsible Sourcing Requirements and Responsible Minerals Policy contain further expectations and requirements when it comes to Autoliv's suppliers and partners. The commitments in this Policy are aligned with internationally recognized standards, legal frameworks and national legislations, including but not limited to:

- The International Bill of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and Core Conventions
- Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises,
- The United Nations Guiding Principles on Business and Human Rights
- Relevant industry standards



2. Our human rights principles

Rights at the workplace

- **Child labor:** Autoliv strongly condemns all forms of child labor in accordance with the relevant ILO conventions . Employment is only permitted where it meets the legal minimum working age and the requirements of international standards. We require robust age verification during recruitment to prevent underage hiring. In cases where young workers under 18 are employed, Autoliv takes appropriate steps to prevent their involvement in hazardous conditions, night shifts, or excessive working hours. Vocational students or interns may only be engaged under formal agreements that comply with applicable laws, support education, and include only safe, age-appropriate tasks.

- **Forced labor:** Autoliv strongly condemns all forms of modern slavery, including forced, bonded, or compulsory labor, and human trafficking. All employment at Autoliv is entered into freely and voluntarily, and employees retain the right to leave their jobs in accordance with ILO core conventions and reasonable notice periods. Autoliv does not tolerate any form of coercive practice, including retention of identity documents, restriction of movement, or the charging of recruitment fees.

- **Freedom of association, right to collective bargaining and right to strike:** Autoliv respects the individual right of employees to freely join, participate in, or leave labor organizations to represent their interests. Autoliv recognizes the importance of constructive dialogue with freely elected employee representatives, representative bodies, or trade unions, and supports collective bargaining in line with ILO Conventions and applicable laws. Where legally permitted, we also recognize the right to strike. We seek to ensure that no employee is subjected to discrimination, loss of pay, dismissal, or any other disadvantage as a result of union membership or related activities .

- **Reasonable working hours:** Autoliv seeks to provide the right of employeesto legal and reasonable working hours. We comply with applicable local laws and international standards, manage overtime responsibly in line with these standards, and ensure regular rest days and paid leave to support work–life balance.

- **Fair remuneration:** Autoliv seeks to provide fair compensation to all employees. Remuneration and benefits always meet or exceed legal requirements reflecting industry practices, and employees are compensated for any overtime in line with applicable laws and other agreements. Employees are also entitled to paid leave, including annual, parental, and sick leave, in accordance with national laws and company policies. We provide wages and reimbursable expense payments in full and on time, and clear payroll statements in a language understood by all employees.



[1] *The term "employee" refers to all personnel, including managers at every level and members of management bodies*
[2] *ILO Conventions No.138 and No.182*
[3] *ILO Convention No. 29, 105 and Protocol of 2014 to the Forced Labor Convention*
[4] *ILO Convention No. 87 and No. 98*
[5] *ILO Convention No. 135*

Safe, respectful, and inclusive workplace

- **Equal opportunity and non-discrimination:** We provide an equitable and inclusive workplace, where everyone can be themselves and is treated with dignity and respect. At Autoliv we do not tolerate any form of discrimination, regardless of race, color, ethnicity, nationality or citizenship, gender, gender identity, sexual orientation, religion or belief, age, mental or physical disability, marital or family status, pregnancy status, social origin, union affiliation, political opinion, height, weight, military or veteran status, genetic information, or any other characteristic protected by applicable law.

  Recruitment, hiring, and promotion practices are based solely on qualifications, skills, and business needs, ensuring fairness and transparency at every stage of employment. We acknowledge that certain individuals are at an increased risk of discrimination, including but not limited to women, migrant workers, and/or individuals with disabilities. We take proactive steps to promote inclusion and equal opportunities for individuals from vulnerable or underrepresented groups.

- **Harassment-free and humane working environment:** We are committed to maintaining a workplace free from harassment, abuse, and intimidation. This includes verbal abuse, threats, sexual harassment, corporal punishment, bullying, and any form of mental or physical coercion. Our workplace culture is based on dignity and respect, safety and security.

- **Right to a safe and healthy working environment:** Autoliv is committed to providing a safe and healthy workplace. We start with the principle that work-related injuries and illnesses are preventable and seek to operate our business to avoid causing injury or ill health to employees, contractors, and other stakeholders. Accountability for occupational health and safety rests with Autoliv's leadership, and managers have the primary responsibility for ensuring compliance with Autoliv'soccupational health and safety standards.

  Autoliv strives for zero injuries and we continuously strengthen our safety culture through management commitment, hazard awareness, risk management, appropriate information, instruction, training and proactive prevention measures to protect the health and well-being of everyone in our workplaces.

We adopt a preventative approach by implementing health and safety (H&S) management systems and globally accepted standards, such as ISO 45001, which drive continuous H&S improvement. All employees are provided with clean drinking water, adequate sanitation facilities, safe equipment and appropriate personal protective equipment (PPE) where required. Our Occupational Health and Safety Policy states our Leadership's commitment to providing a safe and healthy workplace which is supported through our Occupational Health and Safety Management Standard.

Communities, Resources, and Environmental Impacts on Human Rights

- **Respect for communities and land rights:** Autoliv respects the rights, dignity and well-being of local communities. We recognize the importance of protecting land, water, and natural resources, particularly in relation to indigenous peoples and rural populations. We do not tolerate unlawful land use, forced displacement, or actions that harm cultural heritage or local ecosystems. Where applicable, we support inclusive engagement and principles such as free, prior, and informed consent (FPIC). Through respectful dialogue and collaboration, we aim to reduce risks and contribute positively to the communities we affect.

- **Limiting environmental impacts to respect human rights:** Autoliv aims to minimize negative environmental impacts across its operations and supply chains. We recognize the close connection between environmental protection and human rights, as environmental degradation can directly affect people and communities. To address this, we take proactive measures to prevent potential environmental harm and continuously improve our performance through a structured environmental management system (EMS) aligned with ISO 14001 . We strive to reduce our climate footprint across the value chain through continuous improvement in resource efficiency, increasing the use of renewable energy, applying key principles of circularity in product design and sourcing, as well as supporting our customers' transition toward low-carbon and sustainable mobility. We take consistent measures to ensure responsible waste management and pollution prevention related to air, soil, and water quality. We regularly monitor and report our environmental performance in line with international frameworks. Further guidance is provided in our Environmental Policy.

[6] *FPIC-This refers to the right of indigenous people to give consent, withhold or even withdraw their consent at any stage to projects that may affect their livelihood and/or territories.*

- **Responsible use of security personnel:** Autoliv employs both internal and external security personnel to protect its facilities. All security personnel are expected to act lawfully, respect human rights, and train to follow the Autoliv Code of Conduct. We do not tolerate any unlawful behavior or use of inappropriate force towards employees or third parties.

Accountability, Privacy, and Access to Remedy

- **Right to privacy:** Autoliv recognizes and upholds the right to privacy. We are committed to safeguarding the personal data of all employees, customers, business partners and other stakeholders. Tonsure that such information is handled responsibly, lawfully, and transparently across all our global operations, we collect and use data only for legitimate business purposes, respect individual rights, and avoid actions that could harm individuals or communities. We strive to ensure that our data-driven decisions and technologies reflect integrity, fairness, and respect for human dignity. Privacy and data protection are embedded into our systems, processes, and culture through the principles of privacy by design and by default. We promote continuous awareness, accountability, and improvement to uphold the highest standards of privacy across our organization.

- **Access to grievance mechanism and remedy:** At Autoliv, we are committed to fostering a culture where everyone feels safe to Speak Up. We provide clear, accessible, confidential and secure channels for reporting concerns, including suspected human rights violations or breaches of our policies. Anyone involved in Autoliv's operations, whether internal or external, can report concerns or grievances through the Autoliv Speak Up Helpline or internal channels without fear of retaliation. Autoliv will not tolerate retaliation against anyone who, in good faith, raises a concern, opposes misconduct, or participates in an investigation. All concerns and/or grievances are reviewed promptly and handled with fairness and respect. Where necessary, investigations are conducted in line with Autoliv's standards, and appropriate remedial actions are taken to address issues effectively and in a timely manner. Read more in the Code and Speaking Up | Autoliv.

Human Rights Due Diligence (HRDD)

We conduct regular human rights due diligence activities to identify, assess, and prevent, mitigate, track and communicate on potential human rights risks and impacts on our operations and value chain. We provide education and awareness to our employees and relevant business partners to ensure our human rights principles are embedded in day-to-day activities.

This policy statement has been approved by the Autoliv Executive Management Team.

Mikael Bratt
President and CEO

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[7] *ISO 14001: Environmental management systems*