

Code of Conduct

Saving Lives with Integrity

Autoliv

Saving Lives with Integrity: Why?

More Lives Saved – More Life Lived



After the accident, I haven't been afraid of driving. If I know that the car that I'm driving is equipped with the right security components, I feel safe.

- Isaías, 38 years old



90% believe that the Code of Conduct gives them guidance in their work when handling compliance and integrity dilemmas.

- 2021 Autoliv employee Code survey



Most of us put our safety, and to some degree, our lives, in the hands of the vehicles that we drive every day. Although understated, it should be reassuring to us all that there are so many people that commit their careers to improving life safety in the vehicles that we drive. I, for one, owe those people my sincere gratitude.

- Paul, 64 years old



We expect suppliers to help us fulfill our commitment to maintaining a responsible, eco-friendly, and transparent company and supply chain and to extend these commitments to their own supply chain.

- Autoliv major customer



Corporate sustainability starts with a company's value system and a principles-based approach to doing business.

- UN Global Compact
(to which Autoliv is a signatory)



Our view is that a sound approach to environment, business ethics and social issues is a prerequisite for maintaining a sustainable competitiveness and profitability.

- Large Autoliv Shareholder



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Our Code

Dear Colleagues,

At Autoliv, we all contribute to our vision, Saving More Lives. This Code of Conduct is an essential element of our Sustainability framework, which underpins this vision. By giving everyone who works at Autoliv, as well as our business partners, clear guidance on what behaviors we should all commit to, it serves as a platform to help us excel. Together with our Key Behaviors it helps us express our way of working in a clear and consistent manner, shaping our culture and ensuring our continuous success.

Our Code has been written with input from all parts of Autoliv and sets out how we must, and should, act in all our business dealings. It has been designed to provide clear guidance where possible, and to stimulate and guide team discussions, rather than answer all possible scenarios. It empowers and encourages all of us to Speak Up; ask questions, share ideas and raise any concerns we may have.

It is also my hope that this Code will help to strengthen the sense of inclusion across Autoliv. Inclusion within teams, across functions and around our global locations. When we feel safe and included, we deliver at our best. By taking time to see and understand the different perspectives of our colleagues, we can increase our knowledge, help manage our challenges and harness our ability to keep innovating.

If we consistently bring the Code into our planning and decision-making and leverage it when facing a dilemma or difficult choice, it will help bring us together. And it will help us Save More Lives.



This is our Code. Please know it, follow it and succeed with it.

A handwritten signature in blue ink, appearing to read 'Mikael Bratt', written in a cursive style.

Mikael Bratt



The Role of our Code

At Autoliv we see our Code as a fundamental guide for how to do business.

- ➔ It sets the standards for all who have a role in our business, including all employees, leaders and our Board of Directors
- ➔ It empowers us to stand up for what we believe is right and speak up when we suspect something is wrong, and when we have ideas for improvement
- ➔ It gives a structure to help guide our decision-making
- ➔ It shows us where to go for help when we have questions or doubts

If local laws are stricter than our Code, we must follow them, when our Code is stricter, we follow the Code.

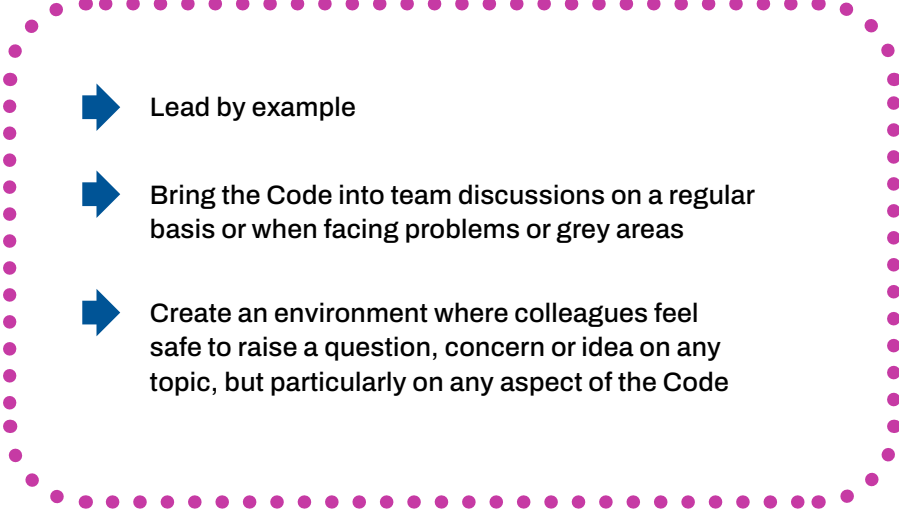


Your Role

- ➔ **Take the time:** our Code is an essential guide to our way-of-working at Autoliv. Please take the necessary time to read it carefully and feel comfortable to ask any questions that might arise. The Code will not have an immediate answer for every possible situation you may face, but it should be your first reference when you or your team face a difficult decision or grey area
- ➔ **Work together:** our Code works best when we use it to stimulate and guide discussion about how to approach a problem or make a difficult decision. In key areas, it gives very clear instructions on things we must never do, and for other situations it directs you to the departments and experts who can help. Most importantly it ensures you should never be left isolated and asked to make a difficult decision on your own
- ➔ **Understand the consequences:** when we say our Code is important, we mean it. Therefore, we should all rightly expect that if we fail to follow the guidance and directions provided by our Code there will be consequences. Breaches of this Code are serious and could include disciplinary action

For Leaders and Managers:

In addition to following all the commitments in the Code, leaders and managers are expected to:

- 
- ➔ **Lead by example**
 - ➔ **Bring the Code into team discussions on a regular basis or when facing problems or grey areas**
 - ➔ **Create an environment where colleagues feel safe to raise a question, concern or idea on any topic, but particularly on any aspect of the Code**



How we Speak Up @Autoliv

A safe working environment at Autoliv means much more than just our physical safety and health, it also means our mental wellbeing and our capacity to feel safe to speak up.

If we do not feel safe to speak up and know we will be listened to, then we risk not only our physical safety, but also our integrity, and ultimately the safety of our end users.

At Autoliv we have a broad definition of speaking up. For us speaking up covers all discussion that has the intention to support positive change or improvement. Therefore, speaking up covers raising a concern, but also asking a question, sharing knowledge, encouraging inclusion, or proposing a new way of doing things. These are all examples of speaking up.



If you **do not** feel comfortable to speak up in person, then the Autoliv Helpline is always available **24/7** for you to report a concern in confidence.

Always remember if you ever raise a concern or speak up about potential wrongdoing in good faith, you will not face any negative consequences for your future at Autoliv.

[AS317 – Speaking Up Standard](#)

[Legal, HR and Compliance contacts](#)



Speak Up:

www.autoliv.com/speak_up



Helpline:

helpline.autoliv.com

Any report to the Autoliv Helpline, whether via phone or online, is received by a third party provider. The information provided is sent to the Compliance & Corporate Integrity Team on a confidential and anonymous (where allowed) basis if you should choose. You have our guarantee that your comments will be heard by the Compliance Investigation team and that your concern will be reviewed and properly investigated if needed. All credible reports of Compliance Concerns will be subject to an investigation adhering to [Autoliv's Compliance Investigation Principles](#)



How We Work Together

Our Code and Key Behaviors

At Autoliv we want to leverage the ability of all colleagues by bringing them together in high performing teams, groups and functions. Our Key Behaviors help us to act with a common starting point, improving communication and keeping integrity at the heart of everything we do.

You can find more details about our Key Behaviors here:

[Key Behaviors LifeNet page](#)

Enabling our Code



Take ownership

It starts with me

- I raise my hand when I detect a problem
- We treat each other fairly and with respect
- We show consistency between words and actions
- We play fair and by the rules



Add value

I make sure value is delivered to my customers

- We care for the end result
- We consider the whole chain End-To-End



Collaborate

I demonstrate collaboration by seeking and giving support

- We ask who can help and who can I help
- We share good and bad
- We seek and give feedback regularly



Make it easy

I keep it focused and simple

- We clarify expectations
- We share purpose and context
- We think ahead to prevent issues



Be curious

I explore better ways to do things

- We ask questions to understand others
- We eliminate the real root cause through robust problem solving
- We seek best practice and innovative ways to improve



Flexible Working

While most of us are developing and creating our life-saving products in our plants, tech centers and offices; technology and social change are impacting many aspects of how and where we work.

Wherever you are working for Autoliv, always remember that your commitments to following our Code and Key Behaviors remain the same.

Whether you are working remotely or interacting with colleagues who work remotely stay alert to working with respect for each other and building a spirit of inclusion.

We must also stay vigilant to our confidentiality obligations and all necessary IT Security controls when working from home (or any off-site location).



Our Integrity Check

Conflicts, dilemmas and difficult decisions are common challenges in every business. What matters is whether we acknowledge them and pause to make the best choice we can, or simply hope that if ignored they will disappear (...they never do!).

If you are facing a conflict, dilemma or difficult decision, pause and work through our Integrity Check questions to help develop and test your options. Ideally with your manager or other colleagues. It cannot guarantee a perfect decision but will help you avoid rushed judgements and decisions that you might regret later.

As you go through the questions keep an open mind as to what pressures or biases could be impacting your judgement or that of those around you. No-one can be completely unbiased, but we can all make better decisions by being aware of what affects our way of thinking and acting.



If you answer any of the questions with a "no" or "I'm not sure", pause and seek additional guidance.



Our Code of Conduct

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| 2. Anti-Bribery & Corruption | 11. Insider Trading |
| 3. Business Partner Expectations | 12. Intellectual Property |
| 4. Communication | 13. International Trade |
| 5. Community Involvement | 14. Limiting our Environmental Impact |
| 6. Conflicts of Interest | 15. Protecting our Company Assets |
| 7. Data Privacy | 16. Quality of our Products & Services |
| 8. Deal Fairly & Compete Fairly | 17. Respect & Inclusion in the Workplace |
| 9. Human Rights & Modern Slavery | 18. Safety at Work |



01. Accurate Records

Why?

Accurate and well-maintained business records are essential for our ability to efficiently run Autoliv and to maintain external trust in our business.

Our Commitments:

- We are committed to maintaining accurate business records across all elements of our business, from product inspections, time recording and safety reporting, through to financial accounting and environmental reports
- We will maintain the systems and procedures to help gather and store records in an efficient, accurate and secure manner
- We will follow all applicable regulations including those relating to tax, duties, and anti-money laundering
- We will accurately record and present all financial transactions in line with applicable accounting principles
- We will report on a timely basis in accordance with our internal reporting policies and applicable professional and legal standards

Your Role:

- Never record false or misleading information
- Ensure that any mistakes are notified and corrected as quickly as possible
- If you notice or suspect any fraud involving any of our business records (including all financial reporting) report it immediately to a member of the Legal or Compliance Team
- Make it easy and accurately submit all records on time and in line with local policy

- Never delete or destroy any business records without clear authority and following the correct procedures
- When completing a certification (either for internal or external parties) ensure you understand and follow the necessary review and sign-off steps



Take Ownership:

Accurate records start with you. From messages sent via informal channels, to expense reports and audit information, the integrity of how we record and present information is an essential part of how we build trust in Autoliv.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS303 – Records and Information Governance Standard](#)
- [Autoliv's Global Records and Information Governance Site](#)
- [Autoliv's Global Records Retention Schedule](#)
- [Records Management Contact List](#)



02.

Anti-Bribery & Corruption

Why?

Bribery and corruption damages society and weakens trust. It is also irresponsible, wrong and makes no business sense!

Our Commitments:

- We recognize corruption as the abuse of authority and bribery as the giving or receiving of anything of value to improperly influence a business decision or government action and we will always pro-actively work against any corrupt business practices
- We have zero tolerance for any form of bribery or corruption in our business dealings and expect the same standards from our business partners
- We perform the necessary compliance due diligence on our business partners to support our zero-tolerance position
- We do not tolerate suppliers, customers or other business partners offering bribes related to our business and we will take action if such activities are discovered
- We recognize gifts, entertainment, sponsorships and donations can carry bribery risks and we follow our Standards and relevant guidance to manage these risks
- We never allow commercial pressure to weaken our zero tolerance for bribery and corruption

Your Role:

- Do not offer or accept anything of value to improperly influence a business decision or government action – this is bribery anywhere in the world

- Follow our Gifts & Hospitality Handbook and our Anti-Corruption Standard
- Ask your manager, Legal or the Compliance team if you have any questions
- Take extra care when working with any kind of Government Officials, and if in doubt pause and speak with a member of the Legal team
- Know that common local practices are never an excuse for corrupt business practices – always follow our zero-tolerance commitment



Always Remember:

Bribery and corruption weakens society and trust in business and its leaders. We must stay focused on our zero tolerance commitment, always.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS313 – Anti-Corruption Standard](#)
- [Anti-Corruption LifeNet page](#)
- [Legal, HR, Compliance contacts](#)



03.

Business Partner Expectations

Why?

Autoliv's reputation and products are closely tied to the behaviors of our business partners, including all our suppliers.

Our Commitments:

- We want to select our business partners in a fair manner, build trusted relationships and expect the same values and standards of behavior that we apply to ourselves
- We will undertake appropriate checks on new suppliers to ensure their background, reputation and capabilities meet our expectations
- We will support the review and monitoring of our key business partners throughout the life of our relationship to ensure we are standing by our commitments to them and they are fulfilling their obligations to us
- We will communicate our expectations to our business partners transparently at the beginning and throughout our relationship

Your Role:

- Know and follow our Autoliv Sourcing and Purchasing Processes
- Be fair, candid and rigorous in managing any business partner relationship
- Speak up if you believe a business partner is failing to act with integrity or to meet Autoliv's expectations
- Always disclose if you have any personal link with a business partner to avoid possible conflict of interest
- For greater detail see our separate Code of Conduct for Suppliers and Business Partners



Always Remember:

We want to be proud of the business partners we work with and for them to be proud of working with Autoliv.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [Code of Conduct for Suppliers](#)
- [Global Supply Chain Management LifeNet page](#)
- [Autoliv Sourcing and Purchasing Processes](#)



04.

Communication

Why?

Clear, fair and accurate communication strengthens our reputation and helps to attract the best colleagues, customers and partners.

Our Commitments:

- We strive to always communicate in a clear, fair and accurate manner in everything we do, from formal public reporting, to how we formulate messages and speak amongst each other
- We carefully control who can make public announcements on behalf of Autoliv to avoid the risk of confusion and to maintain high standards in our public statements
- We expect our leaders and managers to consistently role model good internal communication, by communicating regularly and in a clear, fair and inclusive manner
- We respect the confidential information of those we work with and we handle it with integrity and caution
- We never make false or misleading claims about ourselves, our competitors or our customers
- We will comply with all relevant rules and regulations regarding our public/private communications

Your Role:

- Always seek to be an ambassador for Autoliv in how you communicate
- Be clear, fair and inclusive in your communication
- Communicate respectfully regardless of who you are communicating with
- Refer any media request regarding Autoliv to Corporate Communication

- Only represent yourself as an Autoliv spokesperson if you have formal permission to do so
- Remember that all forms of digital communication, including social media posts, can be rapidly shared and are often impossible to delete
- Do not share confidential, secret or commercially sensitive information with anyone outside Autoliv, unless we have a written agreement in place with that person or organization to protect confidentiality
- Do not quote or refer to our customers or business partners without their permission



Always Remember:

Never disclose confidential or sensitive Autoliv information in any social media post or chat group.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS250 – Autoliv Branding Standard](#)
- [AS251 – Communications Policy & Guidelines](#)
- [AS265 – Data Classification Policy](#)



05.

Community Involvement

Why?

Making a positive impact for our local communities is the right thing to do.

Our Commitments:

- We look to make a positive contribution to our local communities by providing local employment and supply opportunities, and by using our expertise and resources to help local causes

Your Role:

- Look for opportunities to support the needs of our local community
- Where opportunities exist to use our support and expertise in areas such as traffic safety, education, technology and engineering, raise these with your local leadership team
- If you are aware of any negative impact we are creating, speak up and help to identify ways that we can mitigate or eliminate this impact
- All charitable donations and sponsorships must be in line with applicable local laws and regulations and in accordance with Autoliv's authorization procedures as well as following our Anti-Corruption Standard



Collaborate:

We are all members of our local community and want to be proud of the role Autoliv plays.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [Community Involvement](#)
- [Sustainability LifeNet page](#)



06.

Conflicts of Interest

Why?

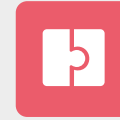
Allowing personal interests and relationships to conflict with your decision-making at Autoliv creates risks for our business and your own reputation.

Our Commitments:

- We rely on all our employees to make fair decisions based on objective criteria
- We will seek to avoid conflicts of interest impacting our business dealings, but where they cannot be avoided, we will deal with them in advance and with transparency
- All Autoliv employees must disclose any possible conflict between their work and private interests. Conflicts of interest can take many forms including:
 - Hiring or supervising friends or family members
 - Having a financial interest in a competitor, customer or supplier to Autoliv
 - External employment or activities that risk the performance and quality of your work at Autoliv
- We will work to manage conflicts when they do exist via disclosure and avoidance or remediation of the situation, such as removal from connected decisions, where appropriate

Your Role:

- Seek to avoid conflicts with your role at Autoliv, but when they exist disclose immediately to your manager, HR or Compliance Officer
- Follow any actions put in place to manage a disclosed conflict
- Strive to avoid any appearance of bias or favoritism



Make it Easy:

Conflicts can be managed when disclosed in advance. When hidden they put good decisions and personal reputations at risk. Think ahead to prevent issues.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS316 – Conflicts of Interest Standard](#)
- [Conflicts of Interest LifeNet page](#)



07.

Data Privacy

Why?

We respect all people's right to privacy and work hard to protect everyone's personal data from unauthorized access, use or disclosure.

Our Commitments:

- We treat personal data with a duty of care, like any other valuable asset
- We follow data protection regulations and only collect, use, store and delete personal data in accordance with these obligations
- We are committed to being transparent in how we process and share personal data
- We keep all personal data safe and secure and will perform appropriate steps as soon as we become aware of any data breach such as: unauthorized disclosure or access of personal data, unlawful destruction or accidental data loss

Your Role:

- Be aware that personal data is any information that can help to identify a living person – e.g. name, address, date of birth, medical details, financial records, personal and business email and driving records, etc. – we have a duty to protect all such information we collect, use and store
- Know and follow our Data Privacy, Security and Confidentiality procedures as they apply to all our activities at Autoliv
- Collaborate with our Data Privacy experts if you are undertaking a project with personal data involved, share lessons and ideas for improvement



Take Ownership:

In a digital world personal data is increasingly valuable and vulnerable. We have an active responsibility to work in ways that respect and care for it.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS263 – Data Privacy Policy](#)
- [Data Privacy LifeNet page](#)
- [Data Privacy Contacts](#)



08.

Deal Fairly & Compete Fairly

Why?

We thrive best in markets that are fair and open. Fair Competition Laws are being strengthened and enforced around the world. Breaching these rules can have serious consequences for companies and employees.

Our Commitments:

- We believe in fair and open markets and comply with all competition and antitrust laws applying to our business
- We will only communicate truthfully and accurately about products and services; and gather market intelligence from legitimate sources
- We will set our pricing with genuine independence based on our costs, market conditions and competitiveness
- We never seek to co-ordinate with competitors, suppliers or distributors in ways that could unfairly limit competition in the market. This includes price arrangements, market or customer allocations or restricting supply

Your Role:

- Never share commercially sensitive information with competitors – including price strategies, bid arrangements, contractual terms or discount strategies
- Do not get drawn into commercially sensitive discussions with competitors whether at a business or social event
- Make it easy, always seek advice from the Legal team if you have any fair competition questions or concerns; or before entering any of the following: product bundling, exclusive arrangements, refusal to supply, agreements with a competitor



Always Remember:

Illegal anti-competitive agreements can be formed in writing, verbally or implied by staying silent when others agree a course of action.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS312 – Antitrust and Competition Policy](#)
- [Antitrust and Competition Policy - Do's and Dont's](#)
- [Antitrust and Competition LifeNet page](#)



09.

Human Rights & Modern Slavery

Why?

We must conduct our business operations in ways that respect the rights and dignity of all people.

Our Commitments:

- We shall remain rigorous and vigilant that our business dealings (including our supply chain) do not support any form of human rights violation
- We commit to providing fair wages, working hours, benefits and other conditions of employment in line with applicable laws and labor rights principles
- We support the right to work in a safe and secure environment, free from any form of discrimination or harassment
- We will never tolerate any kind of forced labor, child labor or human trafficking in our business dealings or within our supply chain
- We undertake appropriate checks on those we work with and will monitor our supply chain to support these commitments
- We are committed to open and transparent dialogue across all colleagues and where applicable with representatives of organized labor groups

Your Role:

- Ensure that all colleagues and anyone we work with does so freely and safe from abuse
- Support our due diligence procedures when assessing new business partners and our ongoing monitoring efforts for existing partners

- Stay vigilant and immediately speak up if you suspect anyone's human rights are being violated in connection with our business, whether it's related to our operations or during other business activities, such as business trips and work-related social events



Always Remember:

Human Rights violations continue to occur in almost every country in the world, therefore we must remain cautious and not assume these issues never touch Autoliv's business dealings.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [Autoliv Modern Slavery Act Statement](#)
- [AS315 – Respect in the Workplace Standard](#)



10.

Information Security

Why?

Technology systems are at the heart of our business and are increasingly at risk from external threats.

Our Commitments:

- We will continue to invest in our world class technology systems
- We know the best technology systems thrive or fail based on surrounding human behaviors, therefore we will continue to provide training and smart procedures to best enable our technology
- We will only allow our IT systems to be used for legitimate purposes and never to store or share illegal or offensive content

Your Role:

- Ensure you are aware of the IT security measures that apply to your work at Autoliv (including all password and software procedures)
- Take ownership - if you require additional training on any of our IT systems, organize this with your manager
- Be aware that many highly organized groups seek to exploit physical and digital vulnerabilities at companies like Autoliv, in order to sabotage systems, steal money and valuable information or to demand a ransom for removing malicious software
- Do not let these groups exploit you or colleagues around you, remain vigilant and always think before you click

- If you have any concerns or become aware of any IT breach or failure immediately speak up by reporting an IT security incident at <https://security-incident/> (these reports will be held confidentially and may be anonymous where local laws permit)



Always Remember:

Think before you click!



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS264 – Information and Cyber Security Policy](#)
- [AS265 – Data Classification Policy](#)
- [IS/IT Acceptable Use Policy](#)



11.

Insider Trading

Why?

Using “inside” or “confidential” information about Autoliv or one of our business partners to buy or sell shares is unethical and a criminal offence.

Our Commitments:

- We recognize “inside information” is information that could have a significant impact on a company’s share price if publicly disclosed. Examples include details on financial performance, new products, acquisitions and legal proceedings
- We will maintain our Insider Trading Policy to give guidance and safeguards for when and when not to deal in Autoliv shares or shares of our close business partners

Your Role:

- Never buy or sell shares on the basis of inside information
- Check our Insider Trading Policy before dealing in Autoliv shares and check with a member of the Legal team if you have any doubts
- Be mindful of the four, routine periods when no employee may trade in Autoliv shares as set out in the Insider Trading Policy
- If you are unsure whether information is “inside” or “confidential” pause and check with your manager or a member of the Legal team
- Do not offer trading tips to friends or family based on inside information



Always Remember:

If you are unsure what might be “inside information” consult our Policy or check with the Legal team.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS314 – Insider Trading Policy](#)
- [Legal LifeNet page](#)



12.

Intellectual Property

Why?

We are a business that succeeds based on our ideas and intellectual assets, so we must protect them.

Our Commitments:

- We understand some parties may wish to exploit or steal the innovations and intellectual property of Autoliv, therefore we will maintain the procedures, systems and internal expertise to help guard against this
- We will respect the intellectual property and ideas of those we work with, just as we expect them to respect and protect ours

Your Role:

- Ensure a member of the Legal team is aware of any new innovations or joint collaborations so they can help to protect the intellectual property
- Only disclose confidential information or valuable Autoliv knowhow to those parties you know are permitted to receive it – if in doubt, contact a member of the Legal team
- Be curious; continually work to help generate new innovations and help to keep them protected
- If you have any doubts about sharing valuable information either internally or externally, pause and discuss with your manager



Add Value:

Care for our ideas, innovations and intellectual property like the valuable assets they are.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS103 – Patent Standard](#)
- [Legal LifeNet page](#)



13.

International Trade

Why?

Our products, services and data are used around the world. To continue as a global business we must comply with international export, import, taxation and sanction laws.

Our Commitments:

- We aim to comply with all trade laws that apply to our business around the world, including export controls, import and customs laws, international tax laws and sanctions
- We recognize these laws can apply equally to information (including software, codes and technical information) as well as physical and financial assets, and we seek to develop our controls, policy and internal training accordingly
- We know this is an area of rules and laws that is constantly changing and endeavor to keep our controls and systems up to date

Your Role:

- Know the trade laws that impact your work at Autoliv, if you have any questions discuss with your manager or a member of the Legal team
- Recognise that trade laws can at times be technical and detailed, do not hesitate to pause and seek expert guidance if required
- Be aware that trade laws controlling what may be transferred across borders, can cover information and digital assets as well as physical products. This can include emails, telephone or video calls, so if in doubt contact a member of the Legal team for guidance
- Know who and where we are doing business with and ensure in advance that we can legitimately trade with them without breaching any exports or sanctions obligations



Always Remember:

International Trade laws change regularly, ensure you stay up to date with the latest requirements for your activities. If in doubt, pause and seek expert guidance.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS304 – Export Controls Policy](#)
- [Legal LifeNet page](#)



14.

Limiting our Environmental Impact

Why?

We have a duty to ourselves, our families, society and future generations to constantly strive to minimize our environmental impact.

Our Commitments:

- We take our environmental standards seriously
- We take ambitious climate action
- We enforce our environmental standards both internally and with our suppliers
- We recognize there will always be opportunity for improvement and through all leaders we will foster a working mindset that seeks to minimize environmental impact in all that we do
- Our environmental impact extends through our supply chain, our own operations and the recyclability and disposal of our products at the end of their useful life
- We will measure and report on environmental impact annually

Your Role:

- Know and follow our environmental standards that apply to your work
- Help to ensure that any business partners you work with align with our environmental commitments
- Minimize use of materials, energy and water in your activities at and for Autoliv; re-use and recycle where possible and safe
- Take ownership to speak up for opportunities to further limit our environmental impact



Collaborate:

Collaborate with your colleagues in any way (large or small) to create new habits that minimize our environmental impact.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS030 – Environmental Management System Standard](#)
- [Sustainability LifeNet page](#)
- [Limit our Impact on the Environment](#)



15.

Protecting our Company Assets

Why?

Our company assets enable us to work safely and grow as a business. We must protect them, whether it's commercially sensitive information, technologies, physical property, financial assets, intellectual property or our Autoliv brand.

Our Commitments:

- Misuse of Autoliv assets is not tolerated; they should be used for the benefit of Autoliv
- It is our responsibility to protect our financial assets from fraud, including working proactively to prevent fraud and other wrongdoings
- Limited elements of our technology (primarily computers and smartphones) may occasionally be used for personal matters, but only in ways that do not risk the quality of our work and our systems' security, distract others or limit our availability for Autoliv
- We will protect the Autoliv brand and actively seek to limit counterfeit goods in the marketplace

Your Role:

- Use all Autoliv assets with care and only for legitimate purposes. This includes not using any parts of the Autoliv IT system (including computers, smartphones and laptops) for any illegal activity or for viewing or sending inappropriate material
- Protect yourself and Autoliv by following our confidential information, data privacy and digital security procedures
- Help to maintain our resources in good working order and protect them from theft or damage
- Help to ensure that when disposing of any Autoliv resources the proper procedures are followed

- Avoid illegal shortcuts when using any Autoliv assets (including all IT)
- Honor your responsibility of confidentiality in all you do, whether it relates to our own products or information, or that of our partners'
- Ensure you protect our products and information, and that of our partners from unauthorized leaks prior to public release
- Immediately speak up if you become aware of counterfeit products



Add Value:

By protecting and enhancing our Autoliv assets we strengthen our foundation for long-term success.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS265 – Data Classification Policy](#)
- [AS103 – Patent Standard](#)
- [AS323 – Physical Security – Policy & Guideline](#)
- [Restricted Areas for Handling or Storing Confidential Prototypes](#)
- [IS/IT Acceptable Use Policy](#)



16.

Quality of Our Products & Services

Why?

Autoliv's primary goal is to Save Lives. Our products never get a second chance. This is why we can never compromise on quality. Quality is central to our company and Q5 is key to our success.

Our Commitments:

- Through living our key behaviors we lead by example and contribute to our Q5 journey towards zero defects and best value for all customers
- Our Q5 journey to zero defects covers our delivered products and elimination of errors in all non-manufacturing areas
- Our goal is for all functions in Autoliv to think, plan and execute based on a zero defect mindset, whether working in products and services
- We comply with the government and industry standards that apply to our products or services
- We will listen with an open mind to all ideas for quality control improvements and to any quality concerns

Your Role:

- It starts with you to lead by example and contribute to our journey to zero defects
- Know and stay up to date with all quality controls relevant for your work at Autoliv
- Ask your manager if you need additional training or guidance
- Speak up if you have any quality commitment concerns or ideas for improvements
- Take ownership, recognize that delivering our quality commitments requires constant attention

Q5 – Quality in all dimensions



Take Ownership:

Never assume someone else will deal with a quality concern. If you have a question or concern, pause and seek guidance.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [Autoliv Quality Policy Library](#)
- [Quality LifeNet page](#)
- [Q5 – Quality in all dimensions](#)



17.

Respect & Inclusion in the Workplace

Why?

The strength of our way-of-working is one of our most valuable assets and it impacts everything we do. Central to this is the respect we show each other every day.

Our Commitments:

- We recognize that our Autoliv way-of-working based on respect and inclusion is a daily priority
- We acknowledge that respect and inclusion in the workplace cannot be taken for granted; both require continual effort, discussion and reflection
- Our leaders and managers should lead by positive example and value respect and inclusion in their teams and function
- We are respectful of the differences between people and their backgrounds and will not tolerate any form of discrimination
- We value individual differences and encourage people to bring their authentic selves to work
- We promote and reward colleagues on the basis of merit, following objective and transparent criteria
- We will provide fair access to training opportunities across all colleagues

Your Role:

- Play your part in creating a workplace that is genuinely inclusive by treating other with respect and empathy
- Be fair, objective and transparent in how you work with others
- Add value by taking time to build good professional relationships with your colleagues
- Actively seek and value the views and experiences of others – listen to different opinions with an open mind
- Think carefully about how others may feel about your

communication, we can be clear and have high expectations, and still be kind

- Manage your stress and be aware of pressure impacting your behavior; it should never be an excuse for treating your colleagues disrespectfully
- Be mindful that what may feel harmless to you, may feel aggressive and hurtful to others.
- Be curious about what is helping us to be more inclusive and what continues to get in the way, make suggestions for how we can improve



Take Ownership:

Speak up if you observe bullying, discrimination, harassment or inappropriate behaviors, don't be a silent witness.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS315 – Respect in the Workplace Standard](#)



18.

Safety at Work

Why?

We all have the right to be safe at work and we are proud to have safety at the heart of both our way-of-working and our products and services.

Our Commitments:

- Safety is our first priority to our colleagues, customers and business partners
- We work to continuously improve our health and safety management system and practices
- We recognize that safety at work includes mental wellbeing as well as physical safety
- We make following our safety procedures a condition of employment and if safety rules are breached there must be consequences
- We prohibit the abuse of prescription drugs or alcohol at work or in connection to work
- We prohibit all possession of illegal drugs and use of illegal drugs when on Autoliv premises or conducting Autoliv business
- We understand that people are working from an increasingly diverse range of locations around the world and will continue to monitor and update our safety practices accordingly

Your Role:

- Take ownership for the safety of the workplace around you
- Participate in all your safety training and speak with your manager if you need additional guidance
- Only undertake tasks you have been trained for and when all the correct protective equipment is available
- Proactively speak up with any ideas to help further strengthen health and safety



Always Remember:

You are responsible for the safety of others, just as they are responsible for your safety.



Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS275 - Health and Safety Standard](#)
- [H&S Policy Statement](#)
- [HSMS Brochure](#)
- [Controlling Workplace Hazards & Risks](#)
- [MSDS/SDS Readily Available](#)
- [HRS-ALV-001 Health & Safety Management System](#)
- [Autoliv Sustainability Training site](#)
- [Autoliv Sustainability Database Live site](#)
- [Health & Safety SharePoint page](#)

Aspiring to
ZERO



Code of Conduct

January 2022

Waivers

Generally, no one is exempt from any provision of our Code, regardless of position. However, in certain limited circumstances, the CEO together with the Compliance and Corporate Integrity function may waive the applicability of a provision of our Code for employees.

Any waiver of our Code for executive officers or directors may be authorized only by our Board of Directors or, to the extent permitted by the rules of the New York Stock Exchange, a committee of the Board of Directors and will be disclosed to stockholders as required by applicable laws, rules, and regulations.