

Frequently Asked Questions on Corporate Social Responsibility

Does Exide Technologies have a formalized CSR Policy?

A mutual, basic understanding of social responsibility in corporate management forms the basis of the Exide Technologies Corporate Social Responsibility Policy (hereinafter called “CSR Policy”).

Exide Technologies undertakes its operations recognizing the consequences that its business activities can have on economic, technological, social and environmental issues. Exide Technologies strives to contribute to the development of positive relationships with members of the communities in which it conducts business, and is committed to upholding universally held ethical principles, especially integrity, honesty and respect of human dignity.

Since June 2017 Exide has formalized this in the global CSR Policy which can be downloaded from [Corporate Governance | Guidelines | Exide CSR Policy](#) .

Anyhow, much of the principles in the CSR Policy are already part of our Code of Ethics and Business Conduct. Exide Technologies operates a strict policy on ethics and compliance which clearly governs how we manage and conduct our business. Our Code of Ethics policy can be found on our web site under [Code of Ethics | Exide](#) . It is our expectation that our employees and suppliers act in a responsible manner in adherence to our Policy.

Does Exide Technologies endorse an international initiative or standard on Corporate Social Responsibility?

We have completed an internal self-assessment regarding the compliance with the principles of UN Global Compact. The encouraging result tells us that our Code of Ethics and business conduct in combination with the EHS management system in place cover the most important areas to prove that we are doing our business in a responsible way.

Our Values



Integrity



Accountability



Quality



Safety



Courage



Customer
Success

Does Exide Technologies publish a report on Corporate Social Responsibility or a Sustainability Report?

Exide Technologies publishes a Conflict Minerals Report according to the cfsi-Standard.

In addition to that Exide endorses sector specific initiatives. As an active member to EUROBAT, Exide participated in editing the EUROBAT Sustainability report ([EUROBAT - Brochures & Reports](#)).

As a member to the International Lead Association, Exide is supporting the sustainability project Lead Action 21. The [Lead Action 21](#) program provides a focus for Members to share past, present and future initiatives designed to encourage and embed the principles of sustainable development throughout the lead producing world. A case study developing an environmentally sound lead-acid battery recycling industry in Senegal ([Case Study - Senegal](#)) helps to demonstrate the work done under Lead Action 21.

Is Exide Technologies an active partner in the business community? Is Exide Technologies involved in emerging legislative requirements?

Exide is an active partner in industry associations. The Exide Director for Environmental Affairs holds the position of the chairman of the Environmental Committee of EUROBAT. Also the Director for Environmental Affairs is member to the Steering Committee of the Lead REACH Consortium.

Exide is member to the ALABC - The Advanced Lead Acid Battery Consortium (ALABC) is an international research and development consortium dedicated to enhancing the capabilities of the lead-acid battery.

Exide takes various efforts to be ahead of the legislative & technical developments.

Does Exide Technologies have a formalized Environmental Policy?

Yes. Our Global EHS Policy can be found on our web site under [Documents & Resources | Exide](#) . In addition to that, local Policies and management systems are in place. The majority of our manufacturing and recycling facilities hold an ISO 14001 certificate.

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What actions are in place to minimize the environmental impact from manufacturing?

All manufacturing and recycling plants operate under valid operating permits (such as the IPPC/IED permitting scheme in Europe). These permitting scheme guarantees resource efficiency programs, as well as programs to avoid, minimize, monitor and control aquatic and atmospheric emissions and waste.

The majority of our manufacturing and recycling plants hold ISO 14001 certificates. In addition to the schemes which satisfy normative, legislative and permitting requirements, Exide operates under an internal standard (EHS20) that defines minimum requirements on our operations which going beyond legal compliance. Compliance to the EHS 20 rules is in the scope of the internal auditing scheme.

Every European plant of Exide operates under an Energy Management System that is based on ISO 50001. Over 90% of our European plants already hold an ISO 50001 certification.

What actions are in place to minimize the environmental impact from products?

As a matter of principle, all products manufactured by Exide Technologies are designed in a way that they can be dismantled and recycled easily.

All of our customer have the opportunity to return used products at the end of their useful lifespan.

All these used products are processed for recycling. In many areas where we do business, we can recycle the spent products in our own facilities.

Materials that are generated in the recycling process can be processed in the manufacturing of new batteries.

Also, Exide Technologies is publishing safety related information for the products we put on the market. This information go along with the products manual. Other information can also be downloaded from [Documents & Resources | Exide](#) .

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A peer reviewed Life Cycle Assessment for the use of SLI batteries had been completed together with ILA and EUROBAT ([EUROBAT - Brochures & Reports](#)). This LCA is going to be updated in the course of calendar year 2017. Also the scope of the LCA is going to be extended to industrial batteries in calendar year 2018.

Does Exide Technologies have a formalized Health and Safety Policy?

Yes. Our Global EHS Policy can be found on our web site under [Documents & Resources | Exide](#). In addition to that, local Policies and management systems are in place. A significant number of manufacturing sides already holds an OHSAS 18001 certificate.

What actions are in place to minimize the Health and Safety impact from manufacturing?

A growing number of our manufacturing and recycling plants hold OHSAS 18001 certificates. In addition to the schemes which satisfy normative, legislative and permitting requirements, Exide operates under an internal standard (EHS20) that defines minimum requirements on our operations which going beyond legal compliance. Compliance to the EHS 20 rules is in the scope of the internal auditing scheme.

Key element of our Health and Safety programs is to minimize the lead exposure of our employees. Exide has made a strong commitment and is participating in the Blood Lead reduction initiative of EUROBAT and BCI. Under this initiative that plants of Exide have committed to reduce the Lead exposure of the employees to below 25µg/dl until the end of 2019. This is an ambitious target compared to the EU limit value of 70µg/dl and the REACH DNEL of 40µg/dl. Exide is on its way to achieve the target in the recycling and manufacturing plants.

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What actions are in place to minimize the Health and Safety impact from products?

Exide Technologies is publishing safety related information for the products we put on the market.

Specific manuals are provide with single product, also these information are available via [Documents & Resources | Exide](#). In addition to the manuals, safety information is provided on the safe handling, safe transport and safe end-of-life management.

Customers and sales force receive trainings on product properties and product safety.

Does Exide Technologies' Health and Safety policy also cover contractors?

Yes, all contractors are covered by our health and safety policy. The purchasing and contracting procedures in place make sure the each contractor is aware of the policy and the expectations Exide has on his Health & Safety performance.

Does Exide Technologies have a Code of Business Conduct?

Yes, the Code of Ethics and Business Conduct of Exide Technologies is available under [Code of Ethics | Exide](#).

Exide Technologies conducts its business under ethical values and principals, including integrity, honesty and respect of human dignity, openness and non-discrimination based on religion, ideology, gender and ethnicity.

Exide Technologies rejects corruption and bribery as stated in the relevant UN Convention. The Company maintains policies and procedures to promote transparency, trading with integrity, responsible leadership and company accountability.

Our Values



Does Exide Technologies have a policy regarding labor practices or human rights issues?

Exide Technologies is committed to promoting human rights. It respects human rights stated in the Charter of the United Nations and also abides the minimum working standards of the International Labor Organization (ILO). In addition to our CSR Policy ([Corporate Governance | Guidelines | Exide CSR Policy](#)), the Code of Ethics and business Conduct of Exide Technologies outlines our commitment to sound labor practices and our endorsement to the fundamental human rights. The Code of Ethics and Business Conduct is available under [Code of Ethics | Exide](#).

Is the Exide Code of Ethics and Business Conduct available for all employees? How can you make sure that employees are aware of the expectations described in the Code of Conduct?

Yes, the Exide Code of Ethics and Business Conduct is available for all employees and acknowledgement of the Code is part of the process to become an Exide employee. The Code is available under [Code of Ethics | Exide](#).

This Code applies to all of Exide's directors, officers, and employees regardless of their position with the Company, including its principal executive officer, principal financial officer, principal accounting officer or controller or others performing similar functions.

To ensure that every employees is aware of that expectations described in our Code of Conduct, each employee receive a copy of the code of conduct as he signs the employment contract. In addition to that, each employee receives internet based training on the code of Conduct, this training is repeated on annual basis. Employees that cannot be reached that way, receive a personal training.

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Is there a process to identify and follow up violation of the Code of Ethics and Business Conduct?

Yes, someone believes that someone has violated or potentially may have violated the Code, other Company policies, or the law a report to either Human Resources manager or the Company's toll-free Feedback Line, or the Legal Department or any member of the Compliance Committee; or the Chairman of the Audit Committee of the Board of Directors is required. The company provides the opportunity to do this in an anonymous way.

The process to enforce the Code of Ethics and Business Conduct is part of the Code itself and is also made publically available under [Code of Ethics | Exide](#).

Does Exide Technologies have a formal policy that covers fair business practices?

Yes, the Code of Ethics and Business Conduct of Exide Technologies outlines our commitment to fair business practices. The Code of Ethics and Business Conduct is available under [Code of Ethics | Exide](#).

Exide Technologies conducts its business practices pursuant to applicable competition laws and regulations. In regards to competition, it is committed to professional behavior and high standards. Exide fosters partnership and trusting interaction with the applicable supervisory authorities.

Does Exide Technologies have a policy regarding sustainable/responsible procurement?

Yes, we have a Global Supplier Manual that outlines the conditions to make business with Exide. The Global Supplier Manual is available to our suppliers. Exide Technologies selects business partners who comply with local law and international acceptable fair and safe labor practice.

Key elements that refer to sustainable and responsible procurement are described under item:

- 1.2 Exide values & Principles
- 2.2 Code of Ethics and Business conduct
- 2.3 Social Accountability

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What mechanisms are in place to ensure an effective implementation of Exide’s sustainable/responsible procurement policy?

A supplier self-assessment questionnaire including CSR related questions was distributed to Exides approved supplier list in 2017 and has achieved a 98 % return rate with suppliers acknowledging Exide’s required CSR related operating standards for suppliers. All new suppliers are automatically requested to complete and return the same questionnaire as part of the new supplier approval process.

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