



## Muth Mirror Systems UK Modern Slavery Act Statement 2018

This statement is made pursuant to section 54(1) of the United Kingdom Modern Slavery Act of 2015 and constitutes Muth Mirror Systems' slavery and human trafficking statement.

INTRODUCTION FROM Patrick Miller, Executive Vice President

As a provider of automotive safety products globally, we recognize that our company must act responsibly and thus are committed to improving our practices to combat slavery and human trafficking. Employees are expected to report concerns using the appropriate reporting channels, and management is expected to act upon them. We are proud of the corporate socially responsible work we carry out in our local communities. As we expand into new markets, we ensure that corporate social responsibility is a key part of our business strategic development plans.

### ORGANISATION'S STRUCTURE AND BUSINESS

We are a leading supplier of Blind Spot Detection displays and glass sub-assemblies to the automotive mirror industry. MMS Holdco, LLC is the parent company of our global subsidiaries, including our businesses in the US (Muth Mirror Systems, LLC) and in Wuxi, China (Muth Rearview Mirror System (Wuxi), LTD.). Muth has over 2300 employees worldwide.

### OUR SUPPLY CHAINS

Muth is in an industry with a low risk of modern slavery or human trafficking. Our supply chains include suppliers based throughout the world that provide a range of products and services ranging from electronic components and glass to manufacturing and assembly services. Muth is committed to high professional standards and ethics, and we expect the same from our suppliers. All of our suppliers are expected to comply with local, national and international laws and regulations of the regions where we supply our products.

### OUR POLICIES

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. We are currently exploring implementing supplier policies to support our commitment to act ethically and with integrity in all our business relationships. We seek to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

### EMPLOYEES

Muth has a long history of doing volunteer work in the communities where we work. Our volunteerism focus has been on Education, Youth, Shelter, Hunger, and Environmental projects. Examples of the Volunteer work include mentoring school children, support of literacy programs for school children and adults, providing books and supplies, working in the school systems as mentors or as a part of a teaching curriculum, supporting student STEM, repairing houses, cleaning beaches and parks, planting trees, feeding the hungry and working in food banks. In addition to individual efforts Muth supports "Day of Caring" by allowing employees a paid day to perform community service.

Our Code of Conduct and Ethics guides our employees and is available in our employee handbook, which all employees have read and acknowledged. If employees have any concerns about any wrongdoing or breaches of law, Muth has provided a means for their voices to be heard through appropriate channels.

#### NEXT STEPS

We will continue to review the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, and assess emergent risks, if any, as they arise, regarding slavery and human trafficking in our supply chains. We have linked this statement into our Website so that our suppliers, employees, customers and consumers have access to our commitment. We will also explore developing a supplier code of conduct for suppliers, setting out our standards and commitment to anti-slavery and human trafficking laws, as well other standards.



Patrick Miller  
Executive Vice President

Date: December 20, 2017