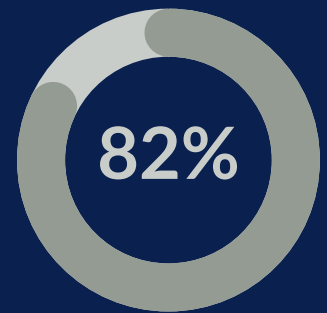


SAQ 4.0 CSR/Sustainability Results Report

Organisation name	Continental Aktiengesellschaft
Industry sector	Industrial Manufacturing and Processing Machinery and Accessories
Location name	C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.
Address	No.1, Huanjighai Rd., Nansha, Jingang, Zhangjiagang, Jiangsu Province, 215632
Country	China
SAQ Completed date	06/04/22



SAQ 4.0 completion process

SAQ 4.0 is a Self-Assessment questionnaire which covers themes such as Company Management, Working Conditions and Human Rights, Health and Safety, Business Ethics, Environment, Supplier Management and Responsible Sourcing of Raw Materials. An SAQ goes through the following 3 stage process on the NQC SupplierAssurance platform before it is completed:

1. **R** Responding

As you answer the questions within an SAQ you may be asked to upload evidence to support your response. The evidence you upload must meet the acceptable evidence criteria that is set out against each question and support the answers that you select.

2. **V** Validating

The NQC SupplierAssurance team review the evidence that you have uploaded to ensure that the documents meet the acceptable evidence criteria. Where evidence does not meet the criteria or does not cover your selected answers, a gap will be raised. Gaps will be highlighted in this report like in the example shown below. You should look to address these gaps by updating your SAQ with acceptable evidence.

Example Gap

The evidence provided did not demonstrate the answer that you selected

3. **R** Results

This report also sets out the results of your SAQ including scores and any recommendations for improvement. They will be highlighted in this report like in the example shown below. You can go back onto the NQC SupplierAssurance platform, at any time to update your SAQ answers to demonstrate improvement in your sustainability performance.

Example Recommendation

Your organisation should have a policy that outlines your principles regarding:

Example policy area

NQC SupplierAssurance Platform

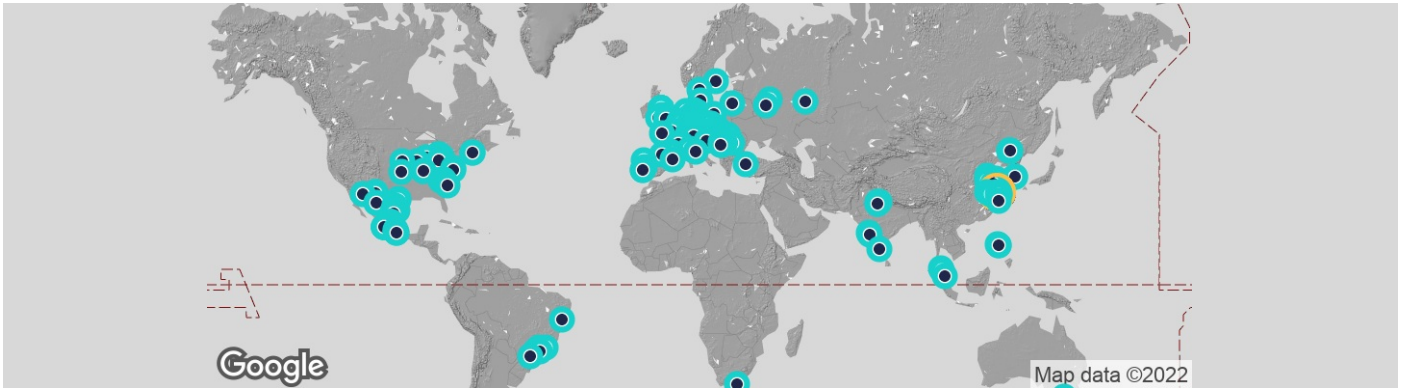
The SupplierAssurance platform is provided by NQC LIMITED and allows third party organisations to complete an SAQ 4.0 questionnaire once and share with multiple clients reducing the time and effort associated with demonstrating your sustainability performance. The platform also provides comprehensive feedback to third parties on the steps that they can take to improve their sustainability performance and demonstrate how they are meeting their clients sustainability compliance requirements.

SAQ scoring

The SAQ score provides an indicator of your location's sustainability performance, compared with the Automotive industry standards. It also provides a benchmark of your performance compared with the average for your industry and the average SAQ score for your location's country.

Please note: Some of your buyers may apply their own score or rating to your SAQ 4.0 answers, which could be different to the SAQ Scoring set out below.

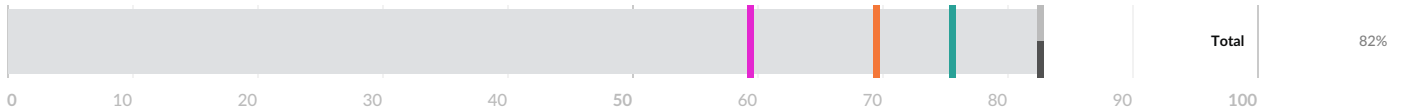
Your location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd. with address No.1, Huanjghai Rd., Nansha, Jingang, Zhangjiagang, Jiangsu Province, 215632, China has achieved an SAQ score of 82%.



Industry and country comparison



Your overall score



Your SAQ score of 82% for C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd. can be compared against other locations with similar answers across the NQC SupplierAssurance platform. The following figures were calculated at 07/04/22 when this report was downloaded.

Your SAQ score is significantly higher than the industry average for Industrial Manufacturing and Processing Machinery and Accessories, which is 59% across 3,160 locations.

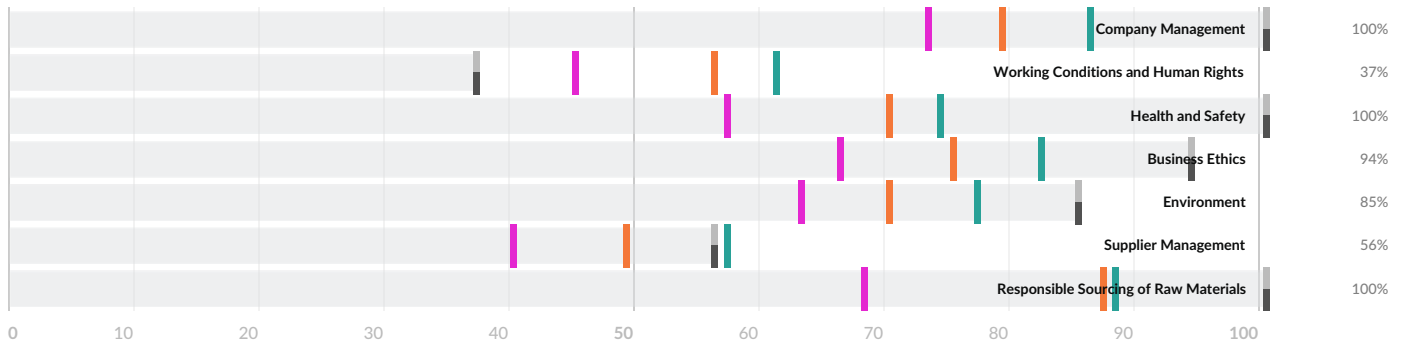
Additionally, your score compares favourably with the average SAQ score for China which is 69% across 3,055 locations.

You have indicated that the staff headcount at this location is >500 and your SAQ score compares favourably with the average for locations with a similar headcount, which is 75%.

Understanding your SAQ Results

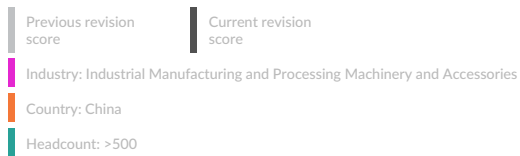
How you scored across the sustainability themes

Your SAQ score is an aggregation of scores that you have achieved for each of the sustainability themes which make up SAQ 4.0. The breakdown for your SAQ score is as follows:



How you have improved over time

Your SAQ score has stayed consistent since your last revision, update your SAQ to improve your score.



Your overall score



Improving your sustainability performance

This report is designed to provide you with guidance on how you can improve your sustainability performance. It may include a number of recommended improvements to your sustainability policies and practices. These recommended improvements will also display on your SAQ and are visible to buyers. To demonstrate that you are committed to improving your sustainability performance, you are encouraged to implement these recommended improvements.

Questionnaire Responses

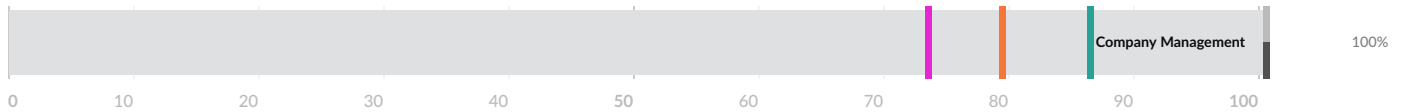
- Oa.** Please provide details of the location you are completing this assessment for
- Location name
LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.
 - Location D-U-N-S number
545311271
 - Address line 1
No.1, Huanjghai Rd., Nansha, Jingang
 - Town or City
Zhangjiagang
 - County or State
Jiangsu Province
 - Postcode or Zipcode
215632
 - Country
China - CHN
- Purpose
Manufacturing
- Description of products and/or services handled at this location
C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd. 545311271 Zhangjiagang
- Ob.** What is the staff headcount at this location?
>500
- Od.** Is this location your company headquarters?
No
- Oe.** Please provide your ultimate parent company's address details
- Location name
Continental AG
 - Address line 1
9, Vahrenwalder Strasse
 - Town or City
Hanover
 - County or State
NI
 - Postcode or Zipcode
30165
 - Country
Germany - DEU
- Of.** What is the staff headcount of your ultimate parent company?
>500
- Og.** Which category best describes the main business activity of your company?
Production/Manufacturing
- Oh.** Which category best describes your company's business area? Please select the main category for your company.
Industrial Manufacturing and Processing Machinery and Accessories
- Oi.** Which sub-category best describes your company's business activity? Please select the main sub-category for your company.
Industrial process machinery and equipment and supplies

Company Management

The Company Management section considers accountability and reporting. The score for this theme considers the practices reported such as senior management representatives and sustainability reporting.

Company Management Score

How you scored across the sustainability themes



Continental Aktiengesellschaft achieved a score of 100% for its location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.. This compares with an industry average of 73% and a country average score of 79%.

Questionnaire Responses

1a. Does your company have a **Social Sustainability** responsible management person?

Yes

Name

Steffen Schwartz-Hoefler

Email

steffen.schwartz-hoefler@conti.de

Job Title

Head of Group Sustainability

1b. Does your company have a **Compliance** responsible management person?

Yes

Name

Frank Viessmann

Email

frank.viessmann@conti.de

Job Title

Chief Compliance Officer

1c. Does your company have an **Environmental Sustainability** responsible management person?

Yes

Name

Thomas Sewald

Email

thomas.sewald@continental-corporation.com

Job Title

Head of Group Environmental & Climate Protection

2. Does your company publish a **Corporate Social Responsibility (CSR)/Sustainability Report**?

Yes, according to the Global Reporting Initiative (GRI) or other globally accepted standards

Please provide the name of the globally accepted standard

GRI

2a. Is the most recent report assured by a third party?

Yes, the assurance letter is included in the report

3. Does your company have a **Code of Conduct**?

Yes

3a. Do you organise training for your employees on the **Code of Conduct**?

Yes

4. Does your company provide a **grievance mechanism** through which impacted stakeholders and rights holders can raise complaints and seek to have them addressed with the enterprise?

Yes, we have a grievance mechanism, which is available for our employees and for external stakeholders (e.g. suppliers, communities), and our whole supply chain.

Working Conditions and Human Rights

The Working Conditions and Human Rights theme considers employment related factors such as working conditions, wages and benefits as well as human rights issues such as harassment, discrimination and modern slavery. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Working Conditions and Human Rights Score

How you scored across the sustainability themes



Continental Aktiengesellschaft achieved a score of 37% for its location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.. This compares with an industry average of 45% and a country average score of 56%.

Questionnaire Responses

- 5. Does your company have a formal policy covering **working conditions and human rights**?
Yes
- 5a. Which of the following areas are covered by this policy?
 - Child labour and Young Workers
 - Wages and benefits
 - Working hours
 - Modern slavery (i.e. slavery, servitude and forced or compulsory labour and human trafficking)
 - Freedom of association and collective bargaining
 - Harassment and non-discrimination
- 5b. Do you organise training for your employees on your **working conditions and human rights** policy?
Yes
- 6. Does your site have a management system in place to manage **working conditions and human rights** issues?
No

Recommendation

- Your company should have a management system in place to manage working conditions and human rights issues

Guidance for implementing a working conditions and human rights management system

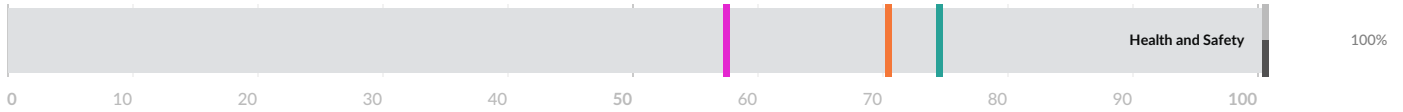
A working conditions and human rights management system is a set of documented processes and procedures that enables an organisation to effectively manage the impact from the company operations on working conditions and human rights. A working conditions and human rights management system also helps to empower employees and communities and prevents human rights violations.

A working conditions and human rights management system can be developed internally or in accordance with national or international standards. Certified management systems give better assurance to your customers and stakeholders that you are committed to do your business in a sustainable manner and have implemented all the necessary processes in place. While SAQ 4.0 also recognises internally developed and uncertified management systems, the highest score is achieved if your working conditions and human rights management system is certified according to internationally recognised standards such as ISO 26000 or SA8000.

The Health and Safety section considers the recognition, evaluation and control of hazards arising in or from the workplace. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Health and Safety Score

How you scored across the sustainability themes



Continental Aktiengesellschaft achieved a score of 100% for its location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.. This compares with an industry average of 57% and a country average score of 70%.

Questionnaire Responses

7. Does your company have a formal written **Health and Safety** policy in place, which complies with local law, industry requirements and international standards?
Yes
- 7a. Which of the following areas are covered by this policy?
Personal protective equipment
Machine safety
Emergency preparedness
Incident and accident management
Workplace ergonomics
Handling of chemicals
Fire protection
- 7b. Do you organise training for your employees on your **Health and Safety** policy?
Yes
8. Does your site have a **health and safety management system** in place?
Yes, we have an internationally recognised certified management system
- Awarding body
TÜV NORD
 - Certificate number
444 126 072623
 - Valid until
23/01/2024

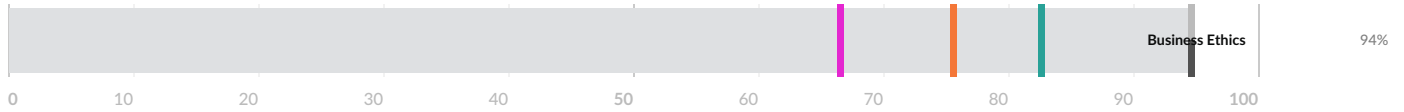
Recommendation

- Your international health and safety management system certification should be renewed before it expires on: 23/01/24

The Business Ethics section considers factors such as corruption or bribery, as well as effective governance and compliance with local and international legislation. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Business Ethics Score

How you scored across the sustainability themes



Continental Aktiengesellschaft achieved a score of 94% for its location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.. This compares with an industry average of 66% and a country average score of 75%.

Questionnaire Responses

9. Does your company have a formal policy in place regarding **business ethics**?
Yes

9a. Which of the following areas are covered by this policy?

- Corruption, extortion and bribery
- Privacy
- Financial responsibility (Accurate Records)
- Disclosure of Information
- Fair competition and anti-trust
- Conflicts of interest
- Intellectual property
- Export controls and economic sanctions
- Whistleblowing and protection against retaliation

Recommendation

Your company should have a policy that outlines your principles regarding:

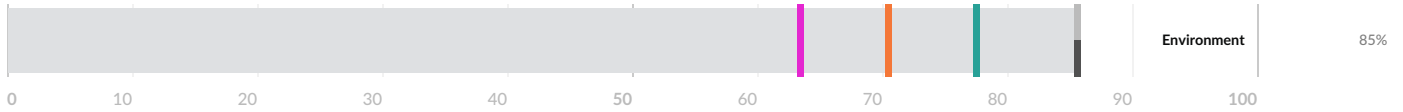
- Counterfeit parts

9b. Do you organise training for your employees on your **business ethics** policy?
Yes

The Environment section considers environmental protection through the implementation of policies and management systems. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Environment Score

How you scored across the sustainability themes



Continental Aktiengesellschaft achieved a score of 85% for its location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.. This compares with an industry average of 63% and a country average score of 70%.

Questionnaire Responses

10. Does your company have a formal **environmental policy**, which includes a commitment to legal compliance, continuous measurement and continuous improvements in environmental performance?

Yes

10a. Which of the following areas are covered by this policy?

GHG emissions, energy efficiency and renewable energy

Water quality and consumption

Air quality

Sustainable resources management and waste reduction

Responsible chemical management

10b. Do you organise training for your employees on your **environmental policy**?

Yes

11. Does your site have an **environmental management system** in place?

Yes, we have an internationally recognised certified management system.

Awarding Body

TÜV NORD

Certificate number

44 104 072623

Valid until

14/11/2022

Recommendation

- Your international environmental management system certification should be renewed before it expires on: 14/11/22

11a. Does your site have an **environmental program** that includes targets, activities, and performance monitoring to continuously improve its environmental performance?

Yes

12. Does your site have an **energy management system**?

No

Recommendation

- Your company should have a management system in place to manage energy issues

13. Does your site use **restricted substances** with restrictions in production or operations?

Yes

13a. Does this site have written **procedures to manage substances with restrictions**?

Yes

14. Does your company have a **CDP report** for the past 12 months?

Yes

Climate Change

B

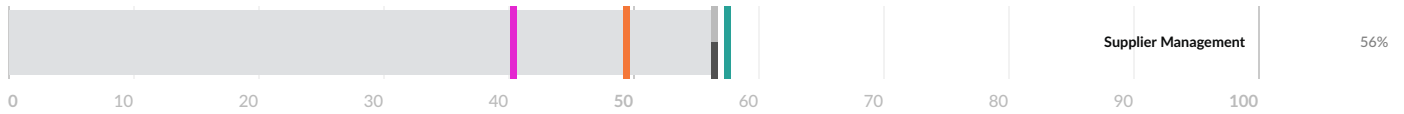
Water

B

The Supplier Management section considers compliance to all the aforementioned areas within a company's supply chain. The score for this theme considers the extent to which these areas are formally required of a company's suppliers and how this is communicated.

Supplier Management Score

How you scored across the sustainability themes



Continental Aktiengesellschaft achieved a score of 56% for its location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.. This compares with an industry average of 40% and a country average score of 49%.

Questionnaire Responses

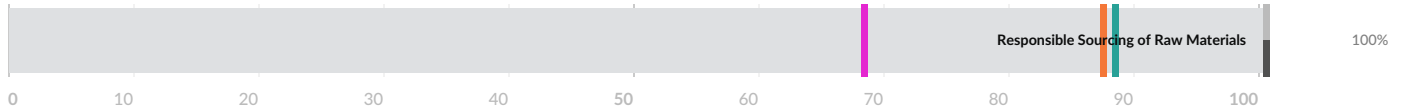
- 15.** Does your company have set **CSR/Sustainability** requirements towards suppliers?
Yes
- 15a.** Which areas are covered by these **CSR/Sustainability** requirements?
 Child labour and young workers
 Wages and benefits
 Working hours
 Modern slavery (i.e. slavery, servitude and forced or compulsory labour and human trafficking)
 Freedom of association, incl. collective bargaining
 Harassment and non-discrimination
 Health and Safety
 Corruption, extortion and bribery
 Privacy and data protection
 Fair competition and anti-trust
 Conflicts of interest
 Whistleblowing and protection against retaliation
 GHG emissions, energy efficiency and renewable energy
 Water quality and consumption
 Air quality
 Sustainable resources management and waste reduction
 Responsible chemical management
 Sustainability requirements for own suppliers
- 15b.** Does your company use any of the following channels to communicate its **Supplier CSR/Sustainability** requirements to your suppliers?
 Company website/Supplier Portal
- 15c.** Which processes does your company have in place to review if suppliers fulfil your sustainability requirements?
 Self-assessment questionnaire

Responsible Sourcing of Raw Materials

The Responsible Sourcing of Raw Materials section considers due diligence conducted to understand the source of the raw materials used in a company's products. The score for this theme considers the extent to which policies are established for the location that this assessment report covers.

Responsible Sourcing of Raw Materials Score

How you scored across the sustainability themes



Continental Aktiengesellschaft achieved a score of 100% for its location C/LCC0257-1485-257/Benecke Changshun Auto Trim (Zhangjiagang) Co., Ltd.. This compares with an industry average of 68% and a country average score of 87%.

Questionnaire Responses

16. Are any of the following materials contained in your products? (Tick all that apply)

- Aluminium/Bauxite
- Cobalt
- Copper
- Glass (silica sand)
- Gold
- Graphite (natural)
- Leather
- Lithium
- Mica
- Nickel
- Palladium
- Rare-earth Elements
- Rubber (natural)
- Steel/ Iron
- Tantalum
- Tin
- Tungsten
- Zinc

16a. Does your company have a policy for the responsible sourcing of these raw materials?
Yes

16b. Has your company already uploaded a company-scope Conflict Minerals Reporting Template (CMRT) on the SupplierAssurance platform?
Yes

16c. Please select a CMRT to be attached to and shared with this SAQ.
CMRT2020

16d. Has your company already uploaded a company-scope Cobalt Reporting Template (CRT) on the SupplierAssurance platform?
Yes

16e. Please select a CRT to be attached to and shared with this SAQ.
CRT2020

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