

HUMAN RIGHTS POLICY

Effective date: February 18, 2026

1. Introduction

At Garrett, we strive to respect human rights in all aspects of our operations. We recognize the importance of promoting and protecting human rights wherever we operate and aim for our business activities to contribute positively to the communities in which we are present. This policy reflects our commitment to integrating human rights principles in line with international standards and laws, with regard to our own operations and those of our partners along the value chain, where applicable.

Garrett's aspiration to uphold the values of human rights is embodied in the [Code of Business Conduct](#), [Supplier Code of Conduct](#), as well as in related Garrett internal policies.

2. Scope

This Policy applies to Garrett Motion Inc, its subsidiaries and affiliates (referred to in the Policy as "Garrett", "us", "our", or "we"). It applies to all employees, subsidiaries and joint ventures of Garrett worldwide, including business partners and our suppliers.

3. Guiding Principles

This Policy is guided by internationally recognized human rights principles, including the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (the ILO Core Conventions); the UN Guiding Principles on Business and Human Rights; the OECD Guidelines for Multinational enterprises; the Universal Declaration of Human Rights; the Ten Principles UN Global Compact; and the United Nation's Sustainable Development Goals.

We strive to respect and promote human rights in all our activities, throughout our operations, in the communities in which we operate, and in our relationship with our suppliers. We work to respect international human rights standards and the fundamental principles and rights at work, including prohibiting child labour, forced labour and human trafficking; respecting freedom of association and the right to collective bargaining; and prohibiting discrimination, sexual and other forms of harassment and violence.

4. **Definitions**

For purposes of this policy:

Human Rights means internationally recognized human rights as articulated in the instruments cited above.

Modern Slavery encompasses child labor, forced labor, servitude, slavery, and human trafficking

Child Labor means work that deprives children of their childhood, potential, or dignity, or that is harmful to their physical or mental development.

Forced Labor means work or services exacted under threat of penalty and not offered voluntarily, including debt bondage and other coercive practices.

Human Trafficking means the recruitment, transportation, transfer, harboring, or receipt of persons by improper means for exploitative purposes, including forced labor or commercial sex acts.

Migrant Worker means a person who is to be engaged, is engaged, or has been engaged in a remunerated activity in a country of which they are not a national. **Third Party** means any non-Garrett person or entity performing services for or on behalf of Garrett, including suppliers, vendors, contractors, agents, and consultants.

Value Chain means entities with which Garrett has direct or certain indirect business relationships related to our products and services.

5. **Requirements**

- a. **Child Labor, Forced Labor and Human Trafficking:** We prohibit the use of child labor and forced labor in all aspects of our operations and supply chain. Garrett has adopted the [Supplier Code of Conduct](#) that provides clear expectations for suppliers to require them to treat their employees with dignity and respect.
- b. **Migrant workers:** We take necessary measures to promote the equal treatment of migrant workers and nationals in employment and working conditions, during their recruitment and deployment, employment and return to their country of origin. We respect freedom of movement for migrant workers, including prohibiting the withholding of personal identity documents and other property and right for termination of the employment contract, and respect all applicable laws and regulations in countries of origin, transit and destination relating to recruitment, employment and migration.
- c. **Health and Safety:** We prioritize the health and safety of our employees and contractors, providing a safe and healthy work environment in compliance with relevant laws and regulations. Our management system for Health, Safety, and Environment applies global standards to pursue continuous improvement to protect the health and safety of all workers.

- d. **Community Engagement:** We engage with our local communities in a transparent and respectful manner, considering their interests and concerns in our business activities, including through our WeCare4 community framework.
- e. **Environmental Responsibility:** We recognize the interconnection between human rights and environmental protection, striving to minimize our environmental impact and promote sustainability in our operations. Our management system for Health, Safety, Environment and Energy applies a global standard that works to minimize environmental impact during normal and emergency situations.
- f. **Freedom of Association and Right to Collective Bargaining:** We respect employees' rights and their wish to be part of employee representative bodies including Unions, Works Councils and Employee Forums. We understand the value of collective bargaining in our labour and employee relations and the importance of trust in working relationships.
- g. **Privacy:** We respect the privacy of individuals, including employees and customers. We strive to follow globally recognized privacy principles and implement reasonable and appropriate practices in our collection, use, and sharing of personal information about individuals in line with applicable Privacy laws in the respective countries in which we operate.
- h. **Fair Compensation and Working Conditions:** We aim to comply with all applicable wage and hour laws, including equal pay, minimum wage, overtime, maximum hour rules, meal and rest periods. We also provide legally mandated benefits. Where local industry standards exceed applicable legal requirements, Garrett pays fair wages and ensures working conditions that are competitive with the higher local industry standards.
- i. **Recruitment practices:** We prohibit recruiters from charging recruitment fees to potential employees and from withholding identity documents. We respect transparency in employment terms and conditions and where our employees have written employment contracts, we provide access to those contracts. We cover applicable commissions and other applicable fees in connection with employment of migrant workers.
- j. **Fair treatment:** Garrett is committed to maintaining an inclusive, safe and respectful working environment for all employees, regardless of gender, race, color, ethnic background, age, religious belief, national origin, sexual orientation, gender identity, disability, marital status, veteran status, citizenship or impending citizenship or any other characteristic protected by law. Employees should be able to work and learn in a safe yet stimulating atmosphere and Garrett will not tolerate intimidating, hostile, abusive or offensive behaviors in our workplace. Such conduct will be considered harassment and is strictly prohibited.

We maintain a robust Integrity & Compliance program to train and foster awareness of all employees regarding Garrett's expectations of fair treatment and respect at work. Our Business Conduct Incident Reporting process (BCIR) allows employees to raise concerns of potential violations of company policy and/or applicable laws, including our Workplace Respect policy, under our Code of Conduct, which enshrines principles of Fair treatment. BCIR cases are thoroughly investigated, and corrective actions accompany confirmed findings where appropriate.

6. Human Rights in the Value Chain

Garrett works collaboratively with its suppliers to promote and uphold human rights standards consistent with our policies. Our suppliers are expected to adhere to the Garrett Supplier Code of Conduct and Sustainable Procurement Policy, both of which include labor and human rights provisions. The Garrett Supplier Code of Conduct aims to mitigate risks related to labor or human trafficking and child labor. It is expected that our suppliers adhere to relevant health, safety, and environmental laws and regulations, and implement robust practices across occupational safety and emergency preparedness. We may conduct assessments or audits, request documentation, require corrective action plans, and, where appropriate, suspend or terminate relationships for non-compliance.

7. Roles and Responsibilities

The responsibility for implementing this policy rests with the Garrett's Senior Executive Sustainability Committee, who ensures that appropriate resources and mechanisms are in place to support its effective implementation.

8. Policy Reviews

This policy will be reviewed annually or as otherwise required to reflect new legal and/or ethical developments and to ensure continuous improvement in the company's human rights performance.

9. Reporting Concerns and Seeking Guidance

Non-compliance with this policy may result in disciplinary action, up to and including termination of employment or business relationships. We encourage all employees and stakeholders to report any concerns or violations of this policy through our designated reporting channels.

All stakeholders may submit an anonymous report using the Garrett Integrity Helpline. The Garrett Integrity Helpline is a 24-hour service. It is answered by an independent third-party provider that accommodates several languages.

- <http://garrettmotion.ethicspoint.com>
- integrity.helpline@garrettmotion.com
- 1-844-823-5677 (for local dial-in numbers, please refer to the [Integrity and Compliance website](#).)