

1. PURPOSE

The Supplier Manual describes the way of working and communicating between suppliers and Autoneum as well as Autoneum's requirements during the business relationship.

2. SCOPE

This document is applicable to all suppliers delivering direct materials/parts to sites in the Business Group Europe of Autoneum.

This document is applicable for all steps of the relationship between suppliers and Autoneum, which are:

- Selection / Development (Design, validation, ramp-up) / Serial production

3. KEY WORDS

Supplier, selection, assessment, checklist, PPAP, deliverables, monitoring, requirements, logistic

4. RELATED DOCUMENTS

- Supplier assessment
- Supplier checklist and standards related
- Standards related to the logistic specifications
- Requirements related to the Hazardous Substances

5. DESCRIPTION

I/ OBJECTIVE OF THE SUPPLIER MANUAL

II/ PURCHASED PARTS

III/ CRITERIA OF SELECTION

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I/ OBJECTIVE OF THE SUPPLIER MANUAL

This manual applies to all suppliers providing direct materials/parts to Autoneum BGEU, and it forms an integral part of our conditions of purchase.

The requirements specified in this manual are the basics deriving from the Autoneum–supplier relationship and must be fulfilled by the supplier at all times.

We are interested in building a long-term relationship with our suppliers, ensuring that all direct materials/parts are subject to permanent improvement. However, the responsibility for the implementation of Autoneum's basics lies exclusively with the supplier.

The improvement must be focused on:

- Quality
- Delivery
- Environment
- Cost

The success of both parties is expressed through full customer satisfaction and ensures the long-term relationship.

If the supplier will engage sub suppliers, the supplier undertakes all necessary activities to distribute all the obligations deriving from this manual.



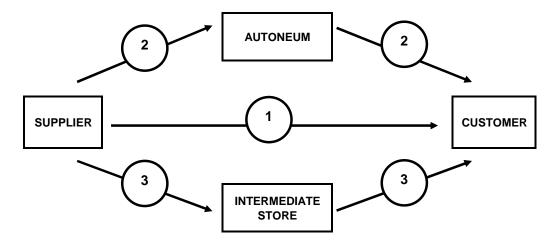
II/ PURCHASED PARTS

The scope of application of this document is related to all suppliers delivering direct **materials/parts** to sites in the Business Group Europe of Autoneum.

Kind of Purchased Parts

- Raw materials (RM) = aluminium, resins, fibers, bitumen, polyol, isocyanate, etc.
- Semi-finished products (SF) = adhesives, nonwovens, felt, carpet, heavy layers, etc.
- Parts = plastic parts, electronics parts, fasteners metal, fasteners plastic, etc.
- Trade parts = Parts which are produced and delivered by the supplier without any added value related to manufacturing operations at Autoneum.

There are three kind of categories of trade parts related to the supply chain:



	Category 1	Category 2	Category 3
	Direct delivery from Supplier to Customer	Delivery from Supplier via Autoneum to Customer	Delivery from Supplier via Intermediate store to Customer
	(Autoneum labelling)		
Potential activities		relabelling and/or repackaging	relabelling and/or repackaging

Purchased Parts Families

The Families are defined in the Autoneum portal (see chapter V/ 19 of this manual)



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III/ CRITERIA OF SELECTION

Suppliers applying to be integrated in the Supplier Panel and waiting to be approved by Quality must fulfill three criteria:

- Acceptance of the rules defined in the Supplier Manual
- Level of certification
- Supplier assessment

17 Criteria 1: Acceptance of the rules defined in the Supplier Manual

By accepting the GENERAL TERMS AND CONDITIONS OF PURCHASE OF AUTONEUM the supplier automatically accepts this Supplier Manual.

27 Criteria 2: Certification level

The requirement of certification is related to the kind of materials/parts purchased:

	Raw materials (RM)	Semi-finished products (SF)	Parts	Trade parts
ISO 9001	х	х	х	
ISO/TS 16949			Preferred : if the supplier is in charge of the development	х

Notes:

- ISO 14001: is a recommendation.
- Materials/parts identified with safety or regulatory requirements :
 - must be produced in a plant certified ISO/TS 16949.
 - if this requirement is not reached(for example, supplier only certificated ISO 9001), additional actions are mandatory:
 - definition and implementation of a specific and robust follow-up of the Quality performance of the supplier (Autoneum monitoring)
 - definition and implementation by the supplier of adapted level of capability on concerned characteristics
 - if necessary, implementation by the supplier of firewall to protect Autoneum of the deliveries
- Derogation to the above rules:
 - might be given on supplier's request by the Head of Quality Autoneum Business Group Europe.

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39 Criteria 3: Supplier assessment

The selection of a new supplier is made by the analysis of the risks.

The risks are evaluated based on the company profile and existing certifications. In case of necessity the risks are evaluated with an audit based on a Autoneum standard called: "Supplier assessment".

The audit is split in 6 sections:

- General organization
- · Product development
- Production
- Resource management
- Risks management
- · Risks related to the product concerned

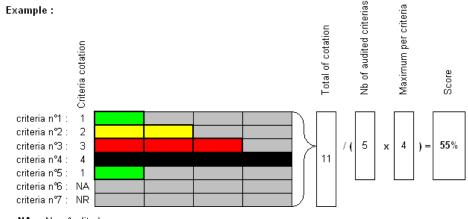
All the criteria included in each section are evaluated by a rating from 1 to 4:

- 1 = Acceptable
- 2 = Potential risks, or improvement needed corrective action required
- 3 = No evidence, or nonconformity, without direct consequence on

the product - Corrective action required and to be validated

4 = Criteria not taken into account, or nonconformity, with direct consequence on the product - Corrective action required and to be re-audited

The calculation of the risks is the result of the sum of all the criteria at 1/2/3/4.



NA: Non Audited NR: Non Required

The overall risk is assessed by a grid:

Unacceptable risk: Supplier not approved

High risk: Corrective actions required before approval

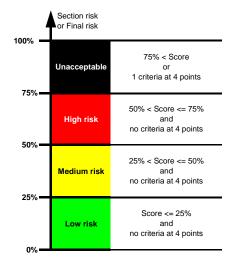
following the relevance of the action plan and

followed up by a second audit.

Medium risk: Corrective actions required before approval

following the relevance of the action plan

Low risk: Supplier approved



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IV/ SUPPLIER QUALITY ASSURANCE: AUTONEUM APPROACH

19 Purpose

The approach is a **process** consisting of different phases and activities designed to reach the defined milestones and the expected QCD targets. Autoneum's approach is consistent with the car manufacturer's approach.

- If the approach is followed, with the arrangements defined and implemented by the supplier, Autoneum and the supplier will strive towards delivering conforming products in the quantity and time required during the serial production.

The process has

- 5 main phases :
 - Phase 1 : Supplier selection
 - Phase 2: Product and Process Design
 - Phase 3: Product and Process Validation
 - Phase 4 : Ramp-up
 - Phase 5 : Serial production

and

- 8 main gates and milestones :



- Request for quotation
- Supplier nomination
- Kick-off meeting
- Off tool parts (Tooling completed)
- Off tool, Off process (Product verification)
- Off tool, Off process, at rate (Product and Production Process validation)
- Handover to Autoneum plant (supplier not concerned)
- End of production

27 Overview of the approach

SUPPLIER QUALITY ASSURANCE : AUTONEUM APPROACH OVERVIEW OF THE WAY OF WORKING Program management Supplier Selection Product & Process Design Product & Process Validation Supplier Selection Product & Process Design Product & Process Off tool, Off tool, Off tool, off process, at rate Supplier Selection Supplier Selection Supplier Selection Product & Process Design Product & Process Off process, at rate Supplier Checklist Supplier Checklist Supplier Checklist



39 Expectations

The approach is based on the list of activities to do following timing and the delivery of evidence **= Deliverables**. The readiness of all the deliverables expected at each phase permits the process to continue.

49 Standards used

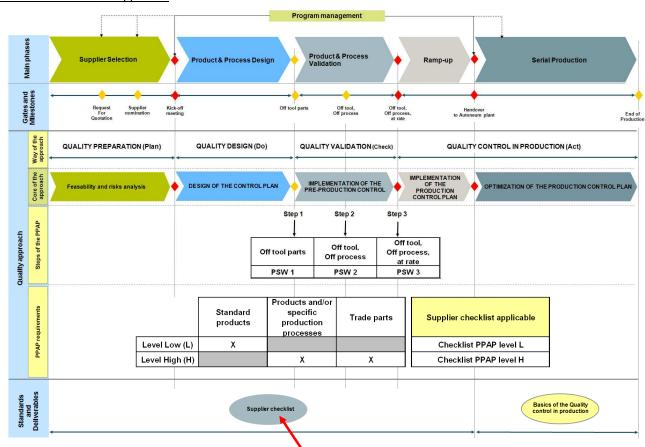
The approach is based on a Autoneum development procedure called 'Supplier checklist'. In this checklist, the deliverables expected are defined with the mandatory or suggested standards.

57 PPAP level

The level of PPAP required is related to the kind of products purchased. Kind of products purchased:

Standards Products	Products and/or specific production processes	Trades parts
Products from catalogue, products already used, products without development. These products can be: - Raw materials (RM), - Semi-finished products (SF), or - Parts.	Products and/or production processes not known by Autoneum which need: - a development, - a capacity verification and - a production process validation.	Parts which are produced and delivered by the supplier without any added value related to manufacturing operations at Autoneum There are three kind of categories of trade parts related to the supply chain (see chapter II?)
PPAP level required: Level Low (L)	PPAP level required: Level High (H)	PPAP level required: Level High (H)

PPAP level and SQA approach



The list of the PPAP elements are included in the "Supplier checklist".

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69 PPAP documentation

All the PPAP documentation delivered has to be, at least, in English

79 Control of the changes

The supplier must have a process to control the changes which impact the material/parts provided (chapter II9). Autoneum has to be informed regarding all the changes about the product and the production process related. After agreement of Autoneum, all the changes have to be validated by the implementation of the Autoneum approach (chapter III9) to ensure the compliance with the requirements.

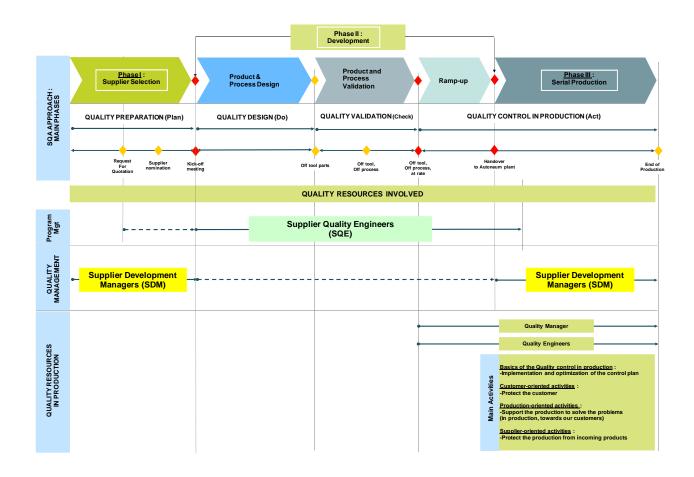
V/ AUTONEUM ORGANIZATION

In the business relationship with Autoneum, different Quality resources are involved:

19 In Selection phase: Supplier Development Manage rs (SDM)

29 In Development phase: Supplier Quality Engineer's (SQE)

39 In Serial production phase: Quality teams in Autoneum plants / Supplier Development Managers (SDM)





VI/ MONITORING IN SERIAL PRODUCTION

19 Autoneum portal

For supporting and communicating with suppliers, Autoneum put at the disposal of the suppliers a portal called BGI (Buyer Gateway Interface).

The address is: http://www.purchasing.autoneum.com/

27 Key Performance Indicators

The supplier performance is monitored by 3 main indicators :

- number of claims (daily performance)
- number of PPM (monthly performance)
- Supplier Performance Index (semi-annual performance)

39 Supplier Performance Index

The Supplier Performance Index consists of measurements in five specific areas of the supplier's performance (**P.R.I.D.E**):

Product Quality :based on claims and PPMValue between 0 and 25 maxiRelationship :based on flexibility, communication, innovation.Value between 0 and 10 maxiIntegrity :based on the certification levelValue between 0 and 20 maxiDelivery :based on respect of quantity and due dateValue between 0 and 25 maxiEconomic.:Value between 0 and 25 maxi

A potential maximum SPI is 100.

More detailed explanations can be found in BGI.



47 Performance monitoring

4.19 Claims and PPM

The Autoneum plant that receives the deliveries is in charge of managing the nonconforming goods received. The Quality department is responsible to declare a claim for each nonconformity detected and is in charge of the claim monitoring.

For each claim, the supplier has to answer with an 8D (supplier or Autoneum standard to be used).

A robust problem solving and an action plan need to be provided together with the 8D.

(See also the following chapter "Escalation process")

4.29 8D process

Autoneum is expecting a 8D report in line with the following time targets:

- 1. D1 to D3: report =< 48 hours
- 2. D4 to D5 : report =< 10 days
- 3. D6 to D8: report =< 20 days (based on process faults)
- 4. D6 to D8: report =< 30 days (based on engineering issues)

8D process flow

A process flow is described in the next pages.

Rule defined (to be implemented after D6):

"At supplier, 100% inspection of the conformity of the 2 first deliveries, after implementation of corrective actions"

4.39 Administrative cost

Following a claim, an administrative cost is transmitted to the supplier.

The administrative cost is standardized : 100 € per claim

4.49 Basic monitoring actions of Autoneum

Following the seriousness of the issues and/or the efficiency of the actions implemented after a claim, the Quality department in each Autoneum plant and/or Quality Management BGEU (attended with Purchasing if needed) can audit the production process of the supplier to check the deviation after the validation phase.

4.59 Annual monitoring actions of Autoneum

At the end of each year, the annual performance for all suppliers is evaluated (SPI, pareto by number of claims, number of PPM and disturbances in the plants).

A list of the weak performing suppliers of the year is defined.

Autoneum defines targets for the next years (from 1 to 3) and provides them to these suppliers.

In return, Autoneum requests to receive the acceptance and an action plan for obtaining the targets.

A checking of the progress of the actions is made at a specified frequency.

This process is steered by Quality Management BGEU and Purchasing departments.



59 Escalation process

An escalation process is implemented for two criteria:

- · after dealing with a claim, an additional delivery of defective parts has occurred
- PPM results exceed the agreed PPM range

This escalation process is called Controlled Shipping

Autoneum defines two levels of Controlled Shipping (CS): CS Level 1 (CSL1) / CS Level 2 (CSL 2)

5.19 Controlled Shipping - Level 1 (CSL1)

The CSL 1 requires that the supplier immediately put in place a 100% inspection process to sort for nonconforming product/material, while implementing a root-cause problem-solving process.

The redundant inspection is in addition to normal controls.

Note:

For PPM results, a CSL1 has to be initiated if the period of time outside the agreed PPM range is 3 months

CSL1 process flow

A process flow is described in the next pages.

Rule defined:

"At supplier, 100% inspection of the conformity of the next 3 production batches"

5.29 Controlled Shipping - Level 2 (CSL2)

The CSL 2 includes the same processes as Controlled Shipping - Level 1, with an added inspection process by a third party representing Reiter's interests specific to the containment activity:

- The third party is selected by the supplier, approved by Autoneum, and paid for by the supplier.
- Suppliers may select the third party from an approved listing maintained by Autoneum.

CSL 2 process flow

A process flow is described in the next pages.

Rule defined:

- "- Escalation meeting with supplier
- KPI reporting for every production batch during 6 months
- Monthly meeting with supplier
- 100% inspection by external company at supplier for the next 5 production batches (cost paid by supplier)
- Autoneum Resident Engineer present at the supplier for follow up if needed (cost paid by supplier)."

5.39 New Business Hold

A supplier is put on New Business Hold when he is not able to exit CSL2 within appropriate time defined by SDM. New Business Hold means that Autoneum Automotive does not consider the supplier for new projects.

67 Verification of the product validation during s erial production

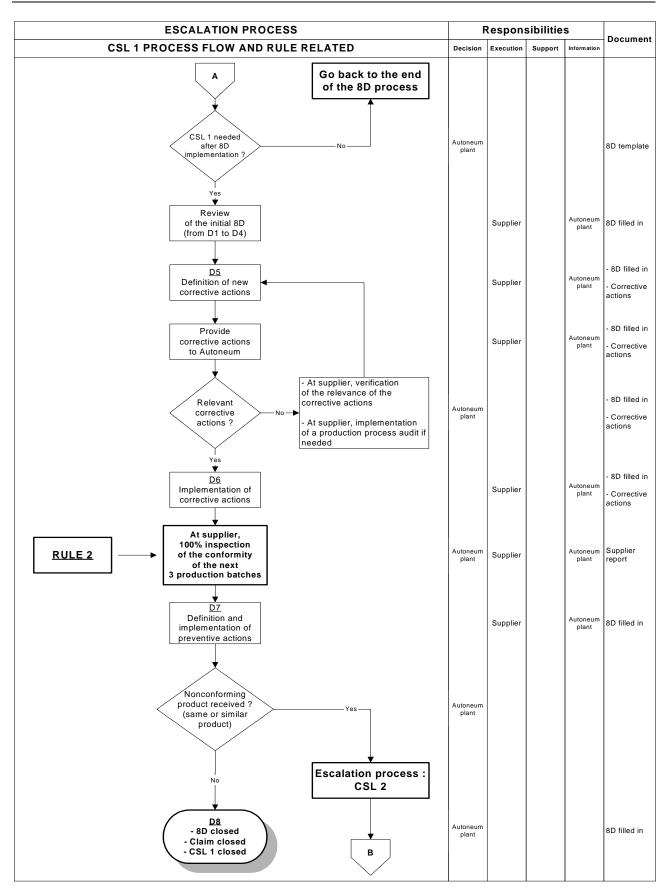
Each year, the supplier has to make the verification of the product validation. The product validation has to follow the approach described in the chapter III9. The records of this verification have to be provided to Autoneum on demand.

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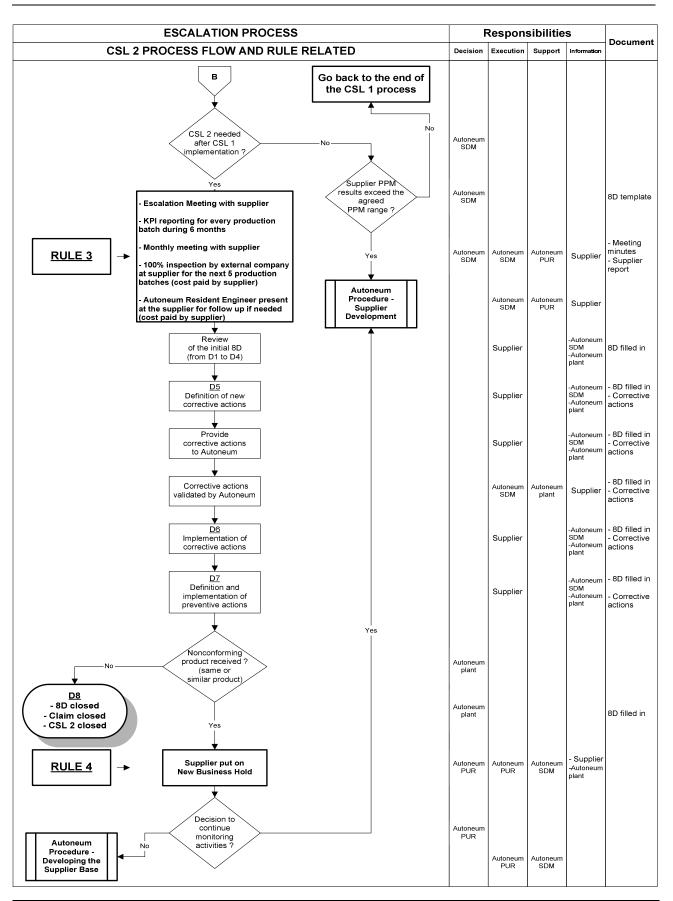


8D PROCESS	ı	Respons	sibilitie	s	
PROCESS FLOW AND RULE RELATED	Decision	Execution	Support	Information	Document
Nonconforming supplier product at Autoneum plant Opening a claim and sent to supplier		Autoneum plant		Supplier	8D template
Acknowledgement receipt of supplier		Supplier		Autoneum plant	
D1 / D2 Kick-off of 8D		Supplier		Autoneum plant	8D filled in
D3 Implementation of countermeasures at supplier		Supplier		Autoneum plant	8D filled in
D4 Root cause analysis		Supplier		Autoneum plant	8D filled in
D5 Definition of corrective actions		Supplier		Autoneum plant	- 8D filled in - Corrective actions
Provide corrective actions to Autoneum plant		Supplier		Autoneum plant	- 8D filled in - Corrective actions
D6 Implementation of corrective actions		Supplier		Autoneum plant	- 8D filled in - Corrective actions
RULE 1 At supplier, 100% inspection of the conformity of the 2 first deliveries, after implementation of corrective actions	Autoneum plant	Supplier			- Supplier report
D7 Definition and implementation of preventive actions		Supplier		Autoneum plant	8D filled in
Nonconforming product received ? (same or similar product) Escalation process: CSL 1	Autoneum plant				8D template
D8 - 8D closed - Claim closed	Autoneum plant				8D filled in











VII7 LOGISTIC SPECIFICATIONS

19 Request for quotation

1.19 Who is responsible = Autoneum Purchasing

1.27 Deliverables provided by Autoneum

- Autoneum contacts
- Specific data to the contract
- Purchasing Quotation Analysis Form (QAF) with breakdown of logistic costs
- Delivery Terms Specification
- Logistics Protocol
- and other documents mentioned in the Autoneum Supplier Check list

1.3% Autoneum Logistic Specifications for the Request For Quotation (RFQ)

1.3.1 Logistic aspects to be considered in Autoneum Purchasing QAF

• Labour for packaging:

Breakdown of logistics cost is integral part of QAF and this should include all logistic costs concerning packaging related to labour or to supplier process (forming time, strapping, handling, etc) Cost to be filled in into the "Part 3 of QAF" - "Packaging Cost".

Packaging:

Supplier must propose the best packaging solution.

When returnable packaging solution is economically relevant, his offer shall include depreciation of containers over the lifetime of the product.

Cost to be filled in into "Part 6 of QAF" -- "Packaging Cost".

Transport:

Delivery frequency is requested according to the requirements specified in the logistic protocol. If nothing is specified, a weekly delivery is required.

Cost to be filled in into "Part 7 of QAF" - "Freight Cost".

1.3.2 Definition of packaging

Returnable packaging:

The supplier's proposal shall allow for a flow of packagings as a number of consumption days. This flow shall include the entire supplier/Autoneum loop.

The flow is calculated based on a daily rate specified (specific data to the contract).

Temporary packaging

In case of returnable packaging shortage, the supplier must use a cardboard packaging. The cardboard packaging must have the same outer dimensions as the returnable packaging and must contain the same number of goods.

Packaging validation

Will be done in phase 3 of the SQA approach according to the "Supplier checklist".

The Autoneum Advanced Quality Planning Engineer controls this validation.

This validation is described in the packaging definition (Delivery Terms Specification).

· Packaging and Loading unit

Autoneum requires as small packaging unit as possible in order to allow frequent delivery, easy human handling and workstation supply.

Small packaging weight must not exceed 12kg (tare included). See the definition in **appendix 1**. When the Packaging Unit (PU) is equal to the Loading Unit (LUnit) (for example container without inside cardboard packaging), costs will mention either in the LUnit part or in the PU part, entering the number of PUs per LUnit equal to 1.

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1.3.3 Incoterm

If nothing is specified on the logistic protocol, supplier must comply with below incoterms:

- Intra EU flow: DAP Delivered At Place (named destination place)
- From Non European Union country to EU: DDP
- From EU to Switzerland : DDP

1.3.4 Labelling

- A label is required satisfying Galia / Odette and/or VDA / EDIFACT Automotive standards (http://www.odette.org, http://www.vda.de/,).
- See the examples in the appendix (appendix 2)

1.49 Deliverables expected by Autoneum in the Request For Quotation step

- Supplier contacts
- Business continuity plan (plant of the supplier concerned)
- Breakdown of logistic costs filled in the Autoneum Purchasing Quotation Analysis Form (QAF)
- Validated packaging specifications or supplier proposal (Delivery Terms Specification)
- Initialised logistic protocol

29 Procurement

2.19 Supplier delivery conditions

2.1.1 Logistic Protocol

- The logistic protocol is the contractual summary of logistic information necessary for correct operation of the procurement flow.
- This protocol is validated by Autoneum and the supplier before any delivery

2.1.2 Order

- The supplier will receive orders from the Autoneum Purchasing department before delivering the goods.
- For blanket purchase orders, supplier will respect delivery programs related to the relevant Autoneum plant (Firm period maximum 10 working days, monitoring of forecast period).

2.1.3 Delivery frequency

The supplier must deliver according to the Autoneum requirements defined in the logistic protocol.

2.29 Supplier commitments

The supplier agrees to:

- Strictly respect time and quantities given in delivery orders sent by Autoneum.
- Respect the packaging defined in the order.
- Notify if he is unable to satisfy quantitatively or qualitatively delivery orders transmitted to him, or if he cannot do so in time, on the day that he receives the program from Autoneum plants.
- Communicate a new delivery date (or supply date) in accordance with the Autoneum plant concerned, if he is unable to respect a delivery order.

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39 Transport

3.19 Transport documentation

3.1 Safety protocol

All transport companies vehicles shall have the safety protocol for the site to which the delivery is to be made.

This document shall be signed and may be requested from the transport company at the entry to the site or before unloading any goods.

The supplier is responsible for transmitting this document and having it signed by the transport company.

3.2 Delivery note

The delivery note must comply with the requirements in the Galia / Odette standard / VDA.

The delivery documents will include specified documents if required (inspection report, etc.).

Delivery will be refused if the delivery note is nonconforming or if other required documents are missing.

3.29 Premium freight

If the supplier is responsible of a materials shortage, Autoneum requires an emergency supplies at the supplier's costs.

The supplier must to inform Autoneum plant about any Premium Freight for purpose of performance monitoring and release 8D report accordingly. (See chapter VI) Mo nitoring in Serial Production - 49 Performance Mon itoring).

49 Storage

4.1% Stock management

The supplier shall use a stock management system that guarantees stock rotation, for example the First In – First Out (FIFO) system.

4.29 Operating stock

The operating stock shall be suitable for firm orders and forecasted needs expressed by Autoneum.

4.39 Safety stock

Autoneum will make a specific request if a safety stock is to be set up. In this case, the location of this stock shall be defined jointly.

4.49 Management of stocks in consignment

Autoneum may ask for management in consignment, and in this case there shall be a special contract.

VIII? HAZARDOUS SUBSTANCES

The information related to the Hazardous Substances (see below) are available in the Autoneum portal BGI. Address: http://www.purchasing.autoneum.com/

19 End of life vehicle

- Autoneum Black and Grey List (Prohibited substances).
- Material Data Declaration (in the International Material Data System IMDS).

29 European regulation

- REACH compliance.
- Material Safety Data Sheet (MSDS).

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APPENDIX 1:

Definition of Packaging Unit and Loading Unit

Packaging Unit (PU)

Small packaging / handling unit containing goods allow frequent delivery, easy human handling and workstation supply. Small packaging weight must not exceed 12kg (tare included) Diagrams:

PACKAGING UNIT (PU) Cardboard box



PACKAGING UNIT (PU)

Plastic Box



Loading Unit (LUnit) combines individual items or items in shipping containers into a single "unit" that can be moved easily with pallet jack or forklift truck. Loading Unit (LUnit) packs tightly into warehouse racks, modular containers, trucks, which can be easily broken apart at an advanced logistics warehouse, consignment store or Autoneum warehouse, etc.

Diagrams:

LOADING UNIT (LUnit) More that one cardboard packaging



LOADING UNIT (LUnit) Big cardboard packaging



LOADING UNIT (LUnit) Plastic boxes



LOADING UNIT (LUnit) Container





APPENDIX 2:

Example of labels

OTL.1 / ETI.1 - 210x148 (A5) for all Loading Units (LUnit)



OTL.8 / ETI.8 - 210x74 (1/4 of A4) for Packaging Units (in case of PU small height)



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APPENDIX 3:

Abbreviations

AQP Advanced Quality Planning
BGEU Business Group Europe
BGI Buyer Gateway Interface
CSL Controlled Shipping Level

DAP Delivery At Point

DDP Delivered Duty Paid (Incoterm)
EU European Union Country

FIFO First In First Out

IMDS International Material Data System

ISO International Organization for Standardization

KPI Key Performance Indicator

LUnit Loading Unit

MSDS Material Safety Data Sheet
PPAP Production Part Approval Process

PPM Parts Per Millions

PRIDE Product Quality / Relationship / Integrity / Delivery / Economic

PU Packaging Unit PUR PURchasing

QAF Quotation Analysis Form QCD Quality / Cost / Delivery

REACH Registration, Evaluation, Authorization and Restriction of Chemical substances

RFQ Request For Quotation

RM Raw Material

SDM Supplier Development Manager

SF Semi-Finished Product

SPI Supplier Performance Indicator
SQA Supplier Quality Assurance
TS Technical Specification



6. CHANGES

Creation Change the content of the chapter 57 in page 1. Add requirement in the chapter 19 17 Certificati on level / Notes (page 3). Merge with the Supplier Logistic Manual D0074. Rieter Supplier Quality Manual becomes Rieter Supplier Manual. Changes about the content of the Logistic specifications. Add a chapter regarding the Control of the changes. Add a chapter regarding the Control of the changes. Add a chapter regarding the Control of the changes. Add a chapter regarding the Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes page 7/17 : comments of the chapter 67 - Control of the changes 6 page 7/17 : comments of 62 - Control of the changes 6 page 7/17 : comments of 62 - Control of the changes 6 page 7/17 : comments 67 - Control of the changes 6 page 7/17 : comments 67 - Control of the changes 6 page 7/17 : comments 67 - Control of 67 - Cont	Changes		Version	Application date	
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