



Windsor Tooling

Supplier Development & Guidelines Manual

September 2022

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INTRODUCTION

The intent of this manual is to define the vision of the Windsor Tooling Purchasing Group, to outline the requirements for becoming an Approved / Key Supplier, and to broaden the scope of recognized automotive quality system and environmental standards including additional requirements of Plasman – Windsor Tooling. This manual will outline the operating standards and business practices of Plasman – Windsor Tooling, including supplier quality, delivery and service expectations, and supplier performance metrics.

In addition to Plasman – Windsor Tooling Purchase Order Terms and Conditions, it is mandatory that the Supplier understand and ensure compliance with this manual. It is the responsibility of the Supplier to check for updates to this manual at regular intervals at:

<https://plasman.com/supplier-portal/>

For more information or clarification related to this manual, or if for any reason the website cannot be accessed, contact the appropriate Plasman – Windsor Tooling purchasing personnel listed below.

Plasman – Windsor Tooling Purchasing Contacts

- **Michael Iannetta**, Buyer
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- **Laura Standaert**, Purchasing Coordinator
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- **Lori Bradley**, Customs & Outsourcing Coordinator
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- **Tracy Hunt**, Customs & Outsourcing Coordinator
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In support of the Plasman management commitment, the following are the endorsed Policy Statements:

QUALITY POLICY STATEMENT

Plasman – Windsor Tooling is committed to the continual improvement and development of our design and build processes, products, employees and supplier relationships. This focus will ensure our continuing success in the production of high quality molds and tooling for industry, that our reputation has generated and that our Customers can expect.

This goal will be achieved through management established and reviewed measurable objectives and targets for quality that promote our efforts towards continual improvement. Utilizing both established and innovative technologies, methodologies, and training initiatives, **Plasman – Windsor Tooling** provides the resources needed to meet the existing and future requirements of the marketplace.

Plasman – Windsor Tooling considers effective communication to be the cornerstone of our business relationships, and will continue to foster the established framework of communication between our management and employees, and with our suppliers, to ensure that our customer's needs are first understood, and then fulfilled to their ultimate satisfaction.

ENVIRONMENTAL HEALTH & SAFETY POLICY STATEMENT

Plasman endeavours to take every precaution reasonable to protect the environment and promote the health and safety of all employees and interested parties. It is our intention that Plasman be a safe place to work, with defined and established responsibilities and clear goals to create a physically and mentally sound workplace. Plasman shall demonstrate responsible corporate citizenship through our focus on pollution prevention initiatives.

It is the policy of PLASMAN:

- To commit to the elimination of Health & Safety and Environmental hazards and reducing risks through consistent and systematic communication, cooperation, education, and leadership.
- To comply with applicable environmental and occupational health and safety legislation and other requirements that relate to our health & safety and environmental aspects within the scope of our overall business operations.
- To reduce health, safety and environmental impacts by setting objectives and targets to minimize the footprint our activities create on the environment and personal safety.
- To require that all Supervisors ensure that safe work areas are maintained and all persons working for or on behalf of the Organization work within best practices, legislation and standards for health and safety and environmental protection.
- To ensure that processes are implemented to identify hazardous conditions, report occurrences, investigate and assess so that the risk to the environment, physical, organizational and social work environment is maintained as safe and secure.
- To commit to using consultation and participation of employee's and, where they exist, workers' representatives in order to support continuous improvements related to environmental impacts, workplace injury and illness prevention initiatives.
- To establish that Employees and all persons working for or on behalf of the organization work in a safe manner, report all hazardous conditions, unsafe work practices and potential impacts on the environment immediately to their Supervisors.
- To integrate global sustainability practices supporting the environment, human and social rights and opportunities in order to establish a balanced work model.

A safe workplace is the responsibility of everyone. Your active participation and support are critical to maintaining and improving Environmental, Health and Safety at Plasman.

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Supplier Code of Conduct

Sustainability is a strategic priority for Plasman. We strive for compliance by committing to relevant international standards, laws, regulations, and customer requirements. We take responsibility for our products, production, and supply chain in order to deliver sustainable solutions.

Purpose and Scope

The purpose of the Plasman Supplier Code of Conduct is to define minimum sustainability requirements for all Plasman suppliers, including Suppliers that deliver goods and/or services. This Code of Conduct is an integral part of the agreement between Supplier and Plasman.

General Requirements

1. Supplier shall comply with all the Requirements of the Supplier Code of Conduct.
2. Suppliers shall comply with all applicable laws and regulations as well as the contractual terms and conditions agreed upon with Plasman.
3. Supplier shall be transparent and disclose legally required permits and licenses upon request.

• BUSINESS ETHICS

- Supplier shall respect and comply with applicable fair trade, competition and anti-trust laws and regulations.
- Supplier shall not engage in any form of bribery or corruption, and shall avoid situations where private, financial or other external interests conflict with the job responsibilities of employees.
- Supplier shall respect Plasman's confidential information and intellectual property rights and comply with the laws governing data privacy.

• HUMAN RIGHTS AND WORKING CONDITIONS

- Supplier shall respect human rights; including the process where employees may choose to be part of trade union or similar external representative.
- Supplier shall comply with applicable laws and collective bargaining agreements and pay at least the minimum wage laid down by local law.
- Supplier shall not tolerate forced labor or modern slavery.
- Supplier shall comply with applicable laws regarding working and resting hours, and sick and parental leave.
- Supplier shall not directly or indirectly allow or use child labor and nobody of the Suppliers' or its subcontractor's employees shall be below the minimum legal age for employment.
- Suppliers shall not engage in any form of discrimination based on race, ethnicity, nationality, age, gender, religion, union affiliation, disability, pregnancy, political affiliation.
- Supplier shall not tolerate any form of harassment and abuse.

• HEALTH AND SAFETY

- Suppliers shall provide its employees with a safe and healthy working environment that minimizes the incidence of work-related injuries
- Supplier shall ensure that its Employees' potential exposure to safety hazards are identified, assessed and controlled. Where hazards cannot be adequately controlled by these means, employees shall be provided with appropriate personal protective equipment including access to first-aid supplies.
- Supplier shall comply with hazardous material restrictions set by applicable laws and regulations.

• ENVIRONMENTAL STEWARDSHIP AND RESPONSIBLE SOURCING

- Supplier shall strive to reduce their negative environmental impact.
- Supplier shall monitor, track and document its consumption of natural resources such as water, energy and raw materials.
- Suppliers shall monitor, track and document its emission to water, soil and air, and its waste.
- Supplier shall implement responsible handling of potentially hazardous substances including (transportation, storage, and disposal) and supply employees with adequate personal protective equipment when applicable.
- Supplier shall comply to applicable laws and regulations regarding prohibition or restriction of specific substances (including tantalum, tin, tungsten, gold, cobalt).
- Suppliers shall be transparent on raw materials origin upon request.
- Suppliers shall report substances used in the products delivered to Plasman through the International Material Data System (IMDS).

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Compliance statement

Plasman requires suppliers to report non-compliance with this code of conduct to their Purchasing contact. Plasman reserves the right in the event of non conformity to exercise early termination for cause of the business relationship with any supplier and/or present an acceptable countermeasure/remedy plan to correct the non conformity.

Anti-Bribery Policy

Plasman strictly prohibits fraud, bribery and other corrupt business practices in all of our business operations. This prohibition applies to all business activities, anywhere in the world, whether they involve government officials or private sector employees. This Policy applies to everyone at Plasman and our supply chain acting on Plasman's behalf anywhere in the world. As a Canada led company with business operations in Mexico, United States, Sweden, Norway, and Belgium we are committed to observing the standards of conduct set forth in the U.S. Foreign Corrupt Practices Act (the "FCPA"), the Canadian Corruption of Foreign Public Official's Act, and related legislation, as well as local anti-bribery laws of all countries in which the Company operates (collectively, the "Anti-Bribery Laws").

This Policy supplements the Conducting Business with Integrity, Fairness and Respect section of Plasman's Business Code of Conduct and Ethics.

Suppliers are responsible for following anti-bribery practices in conjunction with the **Plasman Supplier Code of Conduct** (see page 5).

Supplier Requirements

The Supplier Development and Guidelines Manual is intended to be a communication instrument to suppliers on how to do business with Plasman – Windsor Tooling. In all cases, Purchase Orders, supplier agreements, contracts and any other business agreements shall prevail. For additional information and periodic updates to this manual, you may contact the Purchasing Department at Plasman – Windsor Tooling.

ISO Certification

- Plasman – Windsor Tooling actively maintains and continually improves their Quality Management System through registration to ISO 9001. Our supply chain is encouraged to conform to the ISO 9001 Standard. If your organization is registered to ISO 9001, please forward a copy of your Certificate as evidence of your commitment to Quality.
- Laboratory Testing Suppliers providing testing or calibration services must be certified to ISO/IEC 17025. A copy of the ISO/IEC 17025 Certificate and Lab Scope **must** be forwarded.
- Plasman – Windsor Tooling is committed to developing and improving their Environmental Management System and encourage supplier conformance to ISO 14001 (or industry equivalent). If your organization is registered to ISO 14001, please forward a copy of your Certificate as evidence of your commitment to the Environment.
- Email all ISO Certificates to the applicable Plasman – Windsor Tooling purchasing contact (identified on page 3)

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Customs-Trade Partnership Against Terrorism (C-TPAT) Program Participation

- Plasman – Windsor Tooling is required to engage with all of our business partners to ensure the development and maintenance of a security program within the guidelines of the C-TPAT program, with an emphasis on ensuring the integrity of all U.S. bound shipments.
- Plasman – Windsor Tooling encourages all supply chain partners to participate in the C-TPAT program, and in support of that effort will periodically request completion of a C-TPAT questionnaire.

General Procedures

- All orders for products or services initiated by Plasman – Windsor Tooling MUST have a purchase order at the time the order is placed.
- This purchase order MUST be referenced on all packing slips and invoices. Failure to do so will result in loss of payment.
- If the supplier cannot meet the quantities and/or delivery dates on the Purchase Order they must notify the buyer within 48 hours.
- All backorders MUST have a Plasman – Windsor Tooling Purchase Order number referenced also.
- All back orders being shipped later than thirty days after the original date MUST be authorized by the Plasman – Windsor Tooling purchasing department or the Purchase Order will be closed, and the goods will be refused.
- The packing slip for drop shipments (i.e. “Sold to” Plasman – Windsor Tooling, and “Ship to” our customer or another supplier for a secondary operation) must be faxed/emailed to the applicable purchasing contact within 48 hours of the delivery.
- No invoices will be accepted that are dated prior to the receipt of goods contained on the invoice.
- The Plasman – Windsor Tooling Job Number (if applicable) must be referenced on all packing slips and invoices.
- Steel and Resin Suppliers must send the appropriate Material Certificate of Analysis (C of A) certification sheet with each shipment or should fax/email to the applicable purchasing contact within 48 hours.
- Suppliers to Plasman – Windsor Tooling MUST comply with the customer specific automotive restricted substance standard and report exception to BAM. Safety Data Sheets (SDS) must be provided for all material accordingly. This involves the first shipment of each unique product.
- All Supplier / Subcontractor Employees that visit our location MUST follow our Emergency Response Procedures (spills, emergency evacuations, etc.) and Safety requirements, including visitor sign-in procedures upon arrival at Plasman – Windsor Tooling.

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Blanket Purchase Orders

- Blanket Purchase Orders will be communicated via a “Release Schedule” which shows all open lines. This schedule reflects received shipments and supersedes all previous releases. Please contact the buyer if you have any questions regarding this schedule.
- The appropriate Line Number (Ref #) must be referenced on all packing slips and invoices.
- Production suppliers must reference the Plasman – Windsor Tooling Internal Part Number (IPN) on all box labels and packing slips.
- “Forecast” Description is for informational purposes only. It does not authorize material purchase, manufacture, or shipment of goods.
- “Release” quantities and dates authorize the supplier to produce parts and commits Plasman – Windsor Tooling to those parts for the referenced quantity and delivery date.
- If the supplier foresees any issues in meeting the scheduled release quantities and dates, the supplier must communicate this to the buyer within 48 hours or the order is considered acknowledged.
- Invoices must match the original copy of the Blanket Purchase Order. Invoices for dollar amounts higher than what was originally quoted and agreed upon will be short paid.

Outside Services

- A Purchase Order is assigned to all outside services and it is cited on the Plasman – Windsor Tooling outgoing shipper. This Purchase Order number must be referenced on all packing slips and invoices. Further, ALL invoices and packing slips are to mirror the line numbers of this outgoing shipper, i.e. if the shipper contains 3 lines for 3 jobs, so must the corresponding packing slip and invoice. The Plasman – Windsor Tooling Job Number must also be referenced line by line.
- The Invoice for the service MUST be faxed/mailed to the applicable purchasing contact within one week of the item returning from your facility.
- Accounting will make payment from this faxed invoice. Please do not fax or mail subsequent copies.

Steel

- The following procedure must be followed for ALL incoming steel: The Plasman – Windsor Tooling Job Number must be referenced on all Packing Slips and Steel Certifications. The Unit of Measure used on the Purchase Order (inches, pounds, etc.) should be referenced on the packing slip and invoice.
- **Steel** (please use a paint marker, sticker, etc.) **must be physically marked/labeled to include: Job Number, Detail Identification (including dimensions), and Purchase Order Number.**

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Subcontractor Assessments

- New Outsourcing Suppliers (Subcontractors) will be required to provide inputs to the completion of the Plasman – Windsor Tooling Subcontractor Assessment survey.
- Upon review of the completed assessment, it will be determined if a follow up or on-site assessment is required (discretionary) prior to issuing a Purchase Order.

On-Site Supplier Assessments

- Plasman – Windsor Tooling and our end customers reserve the right to audit, inspect, qualify and certify that supplied products and services meet specified purchasing requirements.
- Where A Plasman – Windsor Tooling and/or our customer intends to perform independent verification at the supplier's premises, the intended verification arrangements and method of product release will be stated in the purchasing order and/or purchasing documents (subject to compliance with all applicable standard confidentiality and non-disclosure agreements).

Supplier Discrepancy Communication and Corrective Action

- When an order or documentation is found to be nonconforming, or if the product or service does not meet the delivery requirements stated in the purchase order and/or purchasing documents, a Supplier Discrepancy Report (and Corrective Action Report as applicable) are sent to the supplier.
- The Supplier Discrepancy Report and/or Corrective Action Report will include direct reference to the issue for traceability purposes and may include copied evidence of issue, depending on severity.
- An occurrence of three (3) of the same issues against one supplier in a review period will automatically require a formal Corrective Action Report to be completed.
- The supplier is required to complete the Short Term section of the Corrective Action Report within three business days and the Root Cause and Long Term Corrective Action sections within 30 days.
- If the Supplier completes the CAR on time and provides adequate information, it will be closed by Plasman – Windsor Tooling (after verification of Corrective Action effectiveness).
- If the supplier fails to return completed CAR or does not provide adequate information, a meeting will be set-up with supplier, requiring the development of an Action Plan.
- If the supplier fails to provide adequate action plan, the supplier will be removed from the Approved / Key Supplier List.

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Supplier Ratings

- Quality and delivery (100%) performance of suppliers is rated on a semi-annual basis and subcontractors on an annual basis.
- Data is collected and used for ratings of Key Suppliers semi-annually. This may include, but is not limited to any Supplier Discrepancy and/or Corrective Action Reports issued.
- This data (issues) will be calculated against number of deliveries for each Key Supplier and a percentage will be assigned to each key supplier. If the Key Supplier fails to meet criteria (80%), a letter will be issued to supplier indicating areas of concern. A Corrective Action Report may also be issued.

Payment Terms

- For payment terms, refer to the Purchase Order or the actual contract.

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Change Record

Revision Level	Revision Date	Page(s) Affected	Description of Change	Revised By
A	Mar 31-2015	All	Initial Release (consolidation of previously issued requirements letters "Purchasing Supplier Requirements – Rev I Jul 6-2011" and "Outsourcing Supplier Requirements – Rev H Jul 6-2011").	M. Van Rijt D. Hunt L. Standaert G. Ryder
B	Feb 15-2016	All	Revised entire document (re-branding logo and company name formerly A.P. Plasman Inc., Build-A-Mold), revised website address on page 3 (changed from www.applasman.ca), revised contact name and title on page 3 & 7 (changed Outsourcing Manager to Outsourcing Coordinator, personnel change), and revised title on page 5 (Corporate QMS/EMS Coordinator to Corporate Quality Systems Manager).	M. Van Rijt L. Standaert L. Bradley G. Ryder
C	Mar 28-2016	3 & 5	Revised key contact personnel email addresses (formerly applasman.com).	M. Van Rijt L. Standaert L. Bradley G. Ryder
D	Aug 9-2017	3, 5, 7, 8, 9	Revised Introduction (added "Build-A-Mold" to website address path), revised Supplier Requirements – ISO Certification (changed to state "e-mail all ISO certificates to the applicable Build-A-Mold purchasing contact" – formerly Corp Quality Systems Manager), revised Subcontractor Self-Assessments (corrected spelling error), revised Supplier Ratings (identified subcontractors as rated "quarterly"), and revised Change Record (corrected rev level/date error for previous revision).	M. Van Rijt L. Standaert L. Bradley G. Ryder
E	Mar 1-2018	4	Revised Build-A-Mold Quality Policy Statement (changed "fixtures" to "tooling" in first paragraph).	M. Van Rijt L. Standaert L. Bradley G. Ryder
F	Apr 30-2018	3, 5	Revised Supplier Requirements (added section "Customs-Trade Partnership Against Terrorism C-TPAT).	M. Van Rijt L. Standaert L. Bradley G. Ryder
G	Mar 21-2019	6, 8	Revised General Procedures (changed MSDS to SDS in bullet 10), and revised Payment Terms (updated reference to PO / Contract).	M. Van Rijt L. Standaert L. Bradley G. Ryder
H	Aug 9-2020	3, 7	Revised key contact personnel and Subcontractor Self Assessments section (job title update)	M. Van Rijt L. Standaert L. Bradley G. Ryder
I	Nov 10-2020	All	Revised entire document including title page, header, footer and all pertinent sections (company rebranding including logo and naming convention changes: A.P. Plasman/Plasman Group/Build-A-Mold changed to Plasman/Windsor Tooling), updated Introduction and Key Contact Personnel (website and email address changes), removed BAM Vision Statement, revised Subcontractor Assessments section (removed reference to Customs & Outsourcing Coordinator), and revised Supplier Ratings section (changed Subcontractor ratings frequency from quarterly to annual).	M. Van Rijt L. Standaert L. Bradley G. Ryder

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Change Record – continued

<i>Revision Level</i>	<i>Revision Date</i>	<i>Page(s) Affected</i>	<i>Description of Change</i>	<i>Revised By</i>
J	Aug 5-2021	3, 4	Revised Introduction (revised website – included website filepath to manual), and revised Environmental Health & Safety Policy Statement.	M. Van Rijt L. Standaert L. Bradley G. Ryder
K	Aug 31-2021	3, 5	Revised contact information (revised fax numbers) and added Supplier Code of Conduct.	M. Van Rijt L. Standaert L. Bradley G. Ryder
L	Feb 15-2022	3	Revised Introduction (revised website address to manual).	M. Van Rijt L. Standaert L. Bradley G. Ryder
M	May 18-2022	3, 6, 9	Revised contact information (personnel change), added reference to Plasman Anti-Bribery Policy, and revised Subcontractor Assessment section (removed "Self" from title and Subcontractor Assessment Survey).	L. Standaert L. Bradley G. Ryder
N	Sep 27-2022	3, 10	Revised contact information (personnel update) and changed "biannually" to "semi-annually".	G. Ryder