



DRAXLMAIER

Declaration on respect for human rights

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Committed to ethics and integrity

The DRÄXLMAIER Group is committed to internationally recognized human rights and is undertaking to comply with laws and regulations at a global level with regard to fair working conditions, combating human trafficking, labor exploitation and modern slavery. Human rights violations and abuses are not tolerated and are consequently sanctioned. In addition, measures to ensure fair working conditions in production are disclosed within the supply chain. The UK Modern Slavery Act requires companies operating in the United Kingdom to publish a statement every year on combatting modern slavery and human trafficking. This statement describes the activities undertaken by the DRÄXLMAIER Group to prevent employees from being exploited and to combat modern slavery human trafficking. This is effective both for the company's internal operations and the supply chain.

The activities of the DRÄXLMAIER Group particularly take into account the following international standards:

- the ILO Declaration on fundamental Principles and rights at Work
- the OECD Guidelines for Multinational Enterprises
- the UN Guiding Principles on Business and Human Rights
- the ten principles of the UN Global Compact

The company

The DRÄXLMAIER Group is an international automotive supplier with over 60 sites in more than 20 countries. The success of the company, which was founded in Germany in 1958, is based on the competence and commitment of around 75,000 people worldwide. Due to the global nature of our operations the DRÄXLMAIER Group adopts an open-minded and tolerant approach towards all people, cultures and religions. In 2019, the DRÄXLMAIER Group achieved a turnover of 4.9 billion euros. Customers of the top 100 automotive supplier include Audi, BMW, Jaguar, Land Rover, Maserati, Mercedes-Benz, MINI, Porsche and VW, as well as California car manufacturers. For the DRÄXLMAIER Group as an owner-managed company, a responsible and long-term approach has always been the basis for economic success.

An integral part of the strategy is therefore developing the business production processes and products more effectively, thus increasing the competitiveness of the company in the long term.

The DRÄXLMAIER Group supplies premium car manufacturers worldwide with complex on-board electrical systems, central electric and electronic parts, exclusive interiors and battery storage systems for electro-mobility. The combination of core competences in interior, electric, electronic and storage systems makes the DRÄXLMAIER Group unique in the industry. The company covers the entire process chain, from the very first idea and the development and production process, right up to Just-in-sequence delivery of the products to the production lines of the premium car manufacturers.

As the inventor of the customized wiring harness, the DRÄXLMAIER Group today develops trend-setting on-board electrical system technologies, electric and electronic parts directly inhouse. This also includes multi-voltage and high-voltage on-board electrical systems, battery management systems and intelligent power distributors.

With its solutions for low-voltage and high-voltage storage systems, the DRÄXLMAIER Group is intensively engaged in a future for emission-free mobility. As the market leader in interior systems for premium vehicles, the DRÄXLMAIER Group also supplies premium car manufacturers with ambient lighting, center consoles, door panels and instrument panels, as well as complete door and cockpit modules.

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Corporate Principles and Covenants

The DRÄXLMAIER Group actively assumes social responsibility. Sustainability is therefore an integral part of the company's values. The Code of Conduct is based on our vision and our corporate values. This provides an insight into the corporate culture of the DRÄXLMAIER Group and is binding for all managers and employees. It contains the essential aspects of our policies and pretend the desired conduct of employees and external interest groups, e.g. suppliers, customers, applicants and important NGOs (non-governmental organizations). In its social policy, the DRÄXLMAIER Group is also committed to free choice of employment and rejects all forms of trafficking of human beings, forced, compulsory and child labor. The social policy has also been filmed as a video and translated into all the corporate languages. The training video is being used in the internal media of the company. Adherence with the social policy is checked by Internal Auditing. Various other policies require fair, respectful, responsible personnel management. Real and potential violations of internal standards and laws and other complaints can be reported to the competent department in Complaints Management. The basis for this is formed by the Complaint Management Policy. The Sustainability Policy for Suppliers obligates the business partners of the DRÄXLMAIER Group to respect human rights and forbids human trafficking, child and forced labor. Suppliers are not only required to respect these social standards and take them into account in their own business policy, they also have to ensure that the other entities and stakeholders in the supply chain acknowledge their social responsibility. The minimum requirement for the establishment of a business relationship is the recognition of the sustainability policy by our suppliers. Also the global purchasing conditions of the DRÄXLMAIER Group prohibit the use of involuntary or forced labor, such as child, slave or prison labor.

Corporate Due Diligence

The process for risk assessment of the supplier network is set out in a defined risk analysis process. In addition, the procedure of the DRÄXLMAIER Group for deriving measures with the aim of reducing the specific supplier risk is specified in this process.

A risk software is used to monitor the individual risk assessments, which enables the presentation and prioritization of all supplier risks.

In addition to monitoring global risk indicators with the help of this software, suppliers are increasingly being asked to provide standardized self-disclosure on various sustainability issues. This includes questions on compliance with human rights, prevention of child and forced labor, compliance with social requirements, and occupational health and safety. In addition, ecological aspects and compliance risks are also queried. After analysis of the answers, the results are then directly incorporated into the supplier evaluation.

In addition, the DRÄXLMAIER Group is involved in industry-specific and cross-industry initiatives to improve sustainability in the supply chain.

Risk Management in the Supply Chain

The DRÄXLMAIER Group has identified critical raw materials and supply chains, on the back of analyzing research literature, our stakeholder's interests and the media. Through this conflict minerals, which are extracted in violation of human rights, were identified. In 2012, the U.S. regulator passed the "U.S. Dodd-Frank Wall Street and Consumer Protection Act" with the aim in reducing the trade in conflict minerals. Our suppliers are generally not required to supply components with raw materials from the Democratic Republic of Congo or its neighboring countries. We also inform interested customers in accordance with the U.S. Dood-Frank Wall Street and Consumer Protection Act about the extent to which our products contain conflict minerals such as gold, tantalum, tin or tungsten. Other raw materials are prioritized in industry initiatives with regard to their sustainable impact.

Notification of possible violations

In case of concerns regarding the business activities of DRÄXLMAIER Group, including concerns regarding the violation of human rights such as forced labor or human trafficking, the Compliance Management (Compliance-Office@draexlmaier.com) is the direct contact. If you wish to remain absolutely anonymous, please use the ombudsman's e-mail address directly (help@draexlmaier.com). Inquiries can always be submitted in the local language, so that everyone has an equal opportunity to make a notification.



Fritz Dräxlmaier
Chairman DRÄXLMAIER Group