



DRAXLMAIER

Declaration on respect for human rights

WE CREATE CHARACTER

Declaration on respect for human rights

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 about 65 sites in over 20 countries. The success of the company, which was founded in Germany in 1958, is based on the competence and commitment of around 72,000 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 2020, the DRÄXLMAIER Group achieved a turnover of 4.2 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, 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 in a sustainable manner, 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.

The inventor of the customer-specific wiring harness, the DRÄXLMAIER Group stands for pioneering innovations in conventional and alternative drive systems, as well as in electrical and electronic components. Among these are multi-voltage and high-voltage wiring harness systems, as well as HV battery systems. 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 for the complete interior for premium automobiles, the DRÄXLMAIER Group also supplies renowned automobile manufacturers with center consoles, door panels and instrument panels, as well as complete door and cockpit modules.

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.

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. Adherence to the Social Policy is a daily task for all our managers worldwide and is continuously checked internally. Actual and potential violations of internal rules and resulting complaints can be addressed within the framework of a global complaint process that is firmly established, both anonymously and personally, so that every complaint can and will be followed up. The basis for this is formed by the Complaint Management Policy.

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The Code of Conduct for Business Partners 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

As part of our risk management processes, respect for human rights is an important part of our corporate responsibility. The risk assessment process for our supplier network is defined in a defined risk analysis procedure and integrated into our strategy and business activities so that potential risks can be minimized. The procedure for deriving measures to avoid human rights risks at suppliers is also defined in this framework. The monitoring of individual risk assessments is software-supported. This enables the presentation and prioritization of the main supplier risks. Alongside the use of global risk indicators, suppliers are increasingly being asked to provide standardized self-disclosure on various sustainability topics. This includes questions on topics such as human and labor rights, occupational safety or supply chain responsibility. Environmental and compliance risks are also queried. The analysis of the self-disclosures is incorporated into the results of 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. The suppliers of the DRÄXLMAIER Group are therefore generally required to disclose the origin of the raw materials they deliver to us. 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, tungsten and cobalt. 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