



## SUSTAINABLE DEVELOPMENT

### **Declaration on Social Rights and Industrial Relations in Volkswagen**

#### **Preamble**

Volkswagen by this declaration documents fundamental social rights and principles. They are the basis for self-comprehension of Volkswagen corporate policy. The social rights and principles described in this agreement are regulated by the applicable conventions of the International Labour Organisation.

Security of the future of Volkswagen and its employees is in the spirit of a cooperative solution conflicts and social commitment based on and with the objective to attain economic and technological competitiveness. A unique expression of social obligation is securing and development of employment.

**The globalisation of Volkswagen is indispensable for international competitiveness and thus securing of the future of the company and its employees.**

Volkswagen and its employees are jointly facing the challenges of globalisation. The opportunities are collectively used for company success, employment and competitiveness as well as limitation of possible risks.

Volkswagen AG, the Global World Council of Volkswagen AG and the International Trade Union for Workers in the Metal Industry have agreed on the following objectives for the countries and regions represented on the Global World Council of the Volkswagen Group. These objectives are realised taking into consideration the laws, which apply in various countries and localities and the local customs.



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## § 1 Basic objectives

### 1.1 Right of association

The right of all employees, both male and female, to establish trade unions and employee representative bodies and participate in them. Volkswagen and the trade unions or employee representative bodies work openly in the spirit of cooperative solution conflicts.

### 1.2 Prohibition of discrimination

Equality of opportunity and treatment is guaranteed regardless of ethnic background, colour, sex, religion, nationality, sexual orientation, social background or political attitude, if they are based on democratic principles and tolerance to those with different sentiments.

**The employees are fundamentally selected, recruited and promoted according to their qualifications and abilities.**

### 1.3 Free choice of job

Volkswagen refuses the conscious use of forced and mandatory labour, including servitude for debt or involuntary prisoner labour.

### 1.4 Prohibition of child labour

Child labour is prohibited. We abide by the minimum employment age as stipulated by law.

### 1.5 Remuneration

Remunerations and performances that are paid or provided during the normal working week at minimum correspond to the national laws or minimal norms of concerned national economic branches.

### 1.6 Working hours

The working hours at minimum correspond to the minimal applicable national legal regulations or minimal norms for the concerned national economic branches.

### 1.7 Working safety and protection of health

Volkswagen shall at minimum comply with the national standards applicable to a safe and hygienic working environment and shall in this framework take adequate measures to secure health and safety at the workplace in order to secure employment conditions that correspond with health.



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## § 2 Performance

### 2.1

The Volkswagen employees shall be informed about all provisions contained in this declaration. Within the framework of applicable corporate customs, the trade unions or existing employee representative bodies shall be afforded a possibility to present this information jointly with the management representatives.

### 2.2

Volkswagen supports and expressly motivates its business partners to consider this declaration in their own corporate policy. The company in this sees a beneficial base for mutual relations.

### 2.3

On the proposal of the Board of Directors Volkswagen AG or the Global World Council of the Volkswagen Group, this declaration and its realisation within the framework of the Global World Council of the Volkswagen Group shall be discussed and consulted jointly with the representatives of the Volkswagen AG management. If necessary, adequate measures shall be agreed upon.

### 2.4

Third parties cannot assert any claims based on this declaration.

The declaration shall become valid upon signature and does not apply regressively.

Bratislava, 6 June 2002