



# DKV Mobility Human-Rights Principles

October 2022

# Human-Rights Principles

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## INTRODUCTION

Part of our social responsibility efforts is humane employment at our sites and in our supply chains. This involves, among other things, ethical business practices, compliance with applicable legal requirements, the creation of transparency and dialogue, a ban on child and forced labour, fair wages, reasonable working hours, freedom of association and of collective bargaining, the recognition and promotion of diversity, and ensuring a safe working environment and safe working practices.

## DUTY OF CARE FOR HUMAN RIGHTS

DKV MOBILITY GROUP (DMG) is convinced that long-term business success can only be secured if human rights are recognised and protected. DMG is therefore committed to the protection of human rights. Our aim is to actively prevent and forestall human-rights violations. We respect internationally applicable social standards and human-rights conventions, including:

- the Universal Declaration of Human Rights,
- the UN's Guiding Principles on Business and Human Rights,
- the Conventions and Recommendations of the International Labour Organisation (ILO),
- the 10 Principles of the UN Global Compact,
- and the Diversity Charter

Our "Human-Rights Principles" are based on the DMG Code of Conduct, which simultaneously sets the framework for the day-to-day activities of all employees. With our Code of Conduct, we define binding standards for the behaviour of all employees towards each other as well as towards our business partners and the public.

By creating a responsible and social working environment in which each individual can contribute and develop, it is our declared goal that the resources available are used so as to create healthy and safe working environments for employees at our own locations. We consider ourselves a part of society and are involved in the local communities at the company locations where we operate in a variety of ways.

There are certain human-rights aspects that are of increasing relevance to our business model at DMG. These include anti-discrimination, health protection and safety at work, freedom of association and collective bargaining, fair pay and reasonable working hours (in accordance

with the applicable national laws). We are expressly committed to the abolition of all forms of child and forced labour as well as modern slavery. We also expect the same from our suppliers and business partners. Together with our partners along the supply chain, we are working on seamless traceability and transparency with respect to our business processes.

By implementing our Diversity & Inclusion strategy, we promote, recognise and use the diversity of our employees with their different skills and talents. We aim to create an appreciative working environment for all employees – regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and belief, sexual orientation and social background.

## **FREEDOM OF ASSOCIATION AND OF COLLECTIVE BARGAINING**

Freedom of association and of collective bargaining form the basis of a well-functioning social partnership between employers and employees. In many countries in which DMG is represented, national labour law (whenever based on the principles of freedom of association and of collective bargaining) stipulates that the interests of employees are represented by institutions expressly appointed to represent their interests, in particular by constituted bodies.

At a European level, the representation of such interests is ensured by the corporate works council of DKV MOBILITY GROUP SE, which was constituted in June 2022 and is in charge of ensuring information and consultation rights in cross-border matters. DMG supports all activities in this field and seizes the opportunity to shape the working conditions of the corporate employees, together with the institutions responsible for this. This is why it considers freedom of association and collective bargaining to be important building blocks of successful human resources and social policy and thus of entrepreneurial success.

At the same time, we expect our suppliers to observe and respect the constitutionally guaranteed basic right of their employees to freedom of association and collective bargaining.

## **HEALTH PROTECTION AND OCCUPATIONAL SAFETY**

In consideration of the legal, economic and social framework, it is our primary responsibility to ensure the health, safety and protection of our employees in the daily delivery of their activities in the office and on the road all over Europe. We go to great lengths to protect them from accidents and work-related illnesses. We support preventative measures that help keep our workforce healthy. Our management system for health, safety and well-being at work is firmly based on the corporate processes.

## **WHISLTE-BLOWING SYSTEM**

Compliance with laws and regulations is very important to us. Only if we comply with laws and regulations can we avert damage to our company, our employees and business partners. DMG's whistle-blowing system provides the opportunity to file information in an uncomplicated, completely anonymous way about misconduct or violations, also with regard to human-rights impacts of our business activities, and thus to contribute to their detection. The whistle-blowing system is available around the clock for internal and external stakeholders online via the website and the intranet. A tip can be made easily and anonymously via a secure mailbox. Each individual process is carefully checked and clarified. A fair procedure and the greatest possible protection of whistle-blowers, those affected and the employees involved in clarifying the tip-off are particularly important to us. The detailed functioning of the whistle-blowing system is regulated in the policy of the same name.

## **DIALOGUE WITH THE STAKEHOLDERS**

We proactively procure information about relevant parameters and changes in the course of business that have an impact on socio-political and social issues and maintain an active dialogue with our stakeholders. In addition, we support our customers and business partners in complying with their own duty of care for human-rights in their respective supply chains.

The management, together with all employees, undertakes to implement and uphold these “Human-Rights Principles”. The principles outlined above apply across the Group, are regularly reviewed, documented and, if necessary, adapted to new findings and goals.

Ratingen, in October 2022

The Management  
DKV MOBILITY GROUP SE

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**YOU DRIVE, WE CARE.**