

# VOLKSWAGEN

AKTIENGESELLSCHAFT

## ***Declaration on Social Rights and Industrial Relationships at Volkswagen***

### **Preamble**

Volkswagen documents fundamental social rights and principles with this declaration. The social rights and principles described in this declaration represent the basis of Volkswagen Corporate Policy. The social rights and principles described in this declaration take the Conventions of the International Labour Organisation concerned into consideration.

The future security of the Volkswagen Group and its employees ensues from the spirit of co-operative conflict management and social commitment, on the basis and with goal of ensuring economic and technological competitiveness. A particular expression of social commitment is in the security and development of employment opportunities

The globalisation of Volkswagen is essential to secure the future of the company and its employees.

Volkswagen and its employees face the challenges of globalisation together. Together they should utilise the opportunities for the success of the company and the workforce, while limiting potential risks.

Volkswagen AG, the Group Global Works Council of Volkswagen AG and the International Metalworkers' Federation agree on the following goals for the countries and regions represented in the Group Global Works Council. The realisation of the following goals ensues under the consideration of applicable law and prevailing customs in the different countries and locations.

### **§ 1 – Basic Goals**

#### **1.1. Freedom of association**

The basic right of all employees to establish and join unions and employee representations is acknowledged. Volkswagen, the unions and employee representatives respectively work together openly and in the spirit of constructive and co-operative conflict management.

#### **1.2. No Discrimination**

Equal opportunity and treatment, regardless of race, skin colour, sex, religion, citizenship, sexual orientation, social origin or political persuasion (as far as it is based on democratic principles and tolerance towards persons thinking differently) is assured.

Employees will be chosen, hired and promoted only based on their qualifications and abilities.

#### **1.3. Free Choice of Employment**

Volkswagen rejects any knowing use of forced labour and indentured as well as debtor servitude or involuntary prison labour.

#### **1.4. No Child Labour**

Child labour is prohibited. The minimum age for acceptance for employment in accordance with governmental regulations will be observed.

#### **1.5. Compensation**

The compensation and benefits paid or received for a normal work week correspond at least to the respective national legal minimum requirements or those of the respective economic sectors.

#### **1.6. Work Hours**

The work hours correspond at least to the respective national legal requirements or to the minimum standards of the respective economic sectors.

#### **1.7. Occupational Safety and Health Protection**

Volkswagen meets at least the respective national standards for a safe and hygienic working environment and in this context will undertake appropriate measures to assure health and safety in the work place so that healthy employment conditions are assured.

### **§ 2 Realisation**

- 2.1.** The employees of Volkswagen will be informed about all of the provisions of this declaration. Within the context of the respective plant practice, unions or existing elected employee representatives will have the possibility to inform the workforce together with representatives of management.
- 2.2.** Volkswagen supports and expressly encourages its contractors to take this declaration into account in their own respective corporate policy. It views this as an advantageous basis for mutual relationships.
- 2.3.** At the suggestion of the Board of Management of Volkswagen AG or the Volkswagen Group Global Works Council, this declaration and its realisation will be discussed and considered with representatives of management of Volkswagen AG within the framework of the meeting of the Group Global Works Council. If necessary, appropriate measures will be agreed upon.
- 2.4.** Third parties cannot derive or enforce any rights from this declaration. This declaration enters into force on the day it is signed. It has no retroactive effects.

Bratislava, 6<sup>th</sup> June 2002