



Declaration of Principles on Human Rights

Our self-affirmation

With over 40 years of experience and the unchanging courage and will to make things happen, we combine the best of the worlds of the automotive industry, IT, hardware and software, as well as the product and service industry. Through our first-class technical equipment and the commitment of our highly specialized and motivated employees, we accompany our customers in the implementation of their projects - from the concept phase to series production.

Our goal is to sustainably improve the mobility of today and tomorrow.

For us and future generations, we want to contribute to improving the living conditions on our planet. As an internationally active company, we strive for sustainable growth based on responsible value creation. Respect for human rights and the well-being of our employees are essential values and are not negotiable for us.

In addition to our [Code of Conduct](#) and our [Supplier Code of Conduct](#), which define our principles for compliant conduct, we are committed to respect for and respect for human rights and the protection of the environment and natural resources in this Declaration of Principles. This applies both to our own business activities and to our global supply and value chains.

Our actions are based on the following international standards:

- Universal Declaration of Human Rights of the United Nations (UN),
- Ten principles of the UN Global Compact,
- Core labor standards of the International Labour Organisation (ILO),
- UN Guiding Principles on Business and Human Rights.

Our approach to implementing due diligence to protect human rights and the environment

This Declaration of Principles on Human Rights complements our [Code of Conduct](#) and our [Supplier Code of Conduct](#). Together, they form the basis for responsible and value-oriented action at IAV. As a development partner for future technologies, integrity, fairness and independence are of paramount importance to us.

This is why the following human rights and environmental concerns are particularly important to us:

Working conditions

The people in our company are the key to our success. We create fair working conditions and ensure that they are respected. This includes, in particular, adequate remuneration, social benefits, adherence to working hours and the protection of the privacy of our employees.



Freedom of association

It is a matter of course for us that our employees take advantage of the opportunity to defend their interests through their elected employee representatives. The management and managers maintain an open and trusting cooperation and constructive dialog with employee representatives.

In particular, IAV GmbH, our largest company with its registered office in Germany, is a collective bargaining company and cooperates in a social partnership with IG Metall.

Health and safety at work

We protect the right of every employee to a safe and healthy working environment. To this end, we have defined standards and specifications in our Group-wide occupational health and safety policy. We prevent accidents at work, occupational diseases and occupational health risks by means of training courses as well as safety and occupational health measures (e.g. the safe handling of technical equipment).

Equal opportunities and respect

We promote respectful interaction with each other and openness to people from different countries and cultures. We distance ourselves from discrimination in all clarity, in particular on the basis of origin, nationality, gender, sexual orientation, skin color, Disability or religious beliefs. We offer everyone the same opportunities.

In addition, we are committed to tackling all forms of child labor, slavery and forced labor, both in our own business unit and in the value chain.

Environmental protection

As a service provider, we are committed to protecting the environment. In particular, the careful, efficient and as waste-free as possible use of resources and the avoidance of unnecessary environmental pollution are the focus of our efforts. In doing so, we aim to reduce CO₂ emissions and other climate-damaging gases in compliance with SBTi, use renewable energy, increase energy efficiency, identify resource savings, minimize hazardous substances and prevent or recycle waste.

Our risk management

The management is responsible for respecting human rights and environmental concerns in our business activities and supply chains. Within the IAV Group, we have therefore defined clear responsibilities, particularly in the areas of compliance, sustainability and procurement, in order to comply with, coordinate and monitor the effectiveness of all human rights and environmental due diligence obligations. The management is supported by the Human Rights Commissioner of the IAV. This informs the management at regular intervals about the current status.

Risk analysis and effectiveness control

We check and evaluate our suppliers for specific risks on an annual basis, without any reason, according to product and country groups as well as our own business unit. If there are appropriate indications of possible injuries or changed circumstances, the risk analysis will be carried out again on a case-by-case basis.



As an international development service provider, we have not identified any increased risks. There were no increased risks of violation of human rights or environmental concerns in the procurement of consumer goods. At least once a year, and where necessary, the effectiveness of all processes to comply with our due diligence to protect human rights and the environment will also be reviewed to identify, prevent, eliminate or mitigate adverse effects.

Preventive measures

We have systematically integrated the assessment of human rights and environmental risks into our relevant decision-making processes, particularly in procurement. The selection of our prevention measures is based on country criteria and industry affiliation. In addition, we distinguish whether the services delivered are incorporated into our own products or development services. Our prevention measures include the following elements:

- Contractual inclusion of compliance clauses
- Requirement to maintain a code of conduct of its own or to recognize the IAV Code of Conduct for business partners
- Audit rights and certification obligations

Complaint procedures and remedial measures

In the event of suspicious cases or complaints, especially in relation to possible violations of human rights, our employees, business partners and other stakeholders have different channels at their disposal. These can be found on our website and in our IAV Intranet. Whistleblowers can report their information to Compliance via our whistleblower system SpeakUp or directly to our employees by telephone, via e-mail or in writing.

This ensures that everyone, regardless of their contractual or business relationship with IAV, can communicate their concerns to us. All notices will be kept confidential and tracked.

If the investigation reveals that IAV has caused or contributed directly or indirectly to a violation, we will immediately take all necessary measures to remedy it.

If we become aware of any such violation with one of our business partners, we will request that the business partner take immediate action and terminate the violation. This will be followed up by IAV accordingly.

If necessary, we support our partners in dealing with such a violation, and at the same time we reserve the right to terminate the business relationship with immediate effect in the event of serious human rights violations.

We provide annual information on our website about the activities to respect and promote human rights.



Our expectations of employees and business partners

Respect for human rights is the basis for responsible cooperation for IAV. We treat all people with respect and fairness and demand such an attitude from business partners as well.

We therefore expect our business partners to have structures in place to prevent human rights violations and to remedy them immediately in the event of violations. In this sense, they should also influence their own business partners along the value chain.

Berlin, October 2024

A blue ink signature of Jörg Astalosch, featuring a stylized 'J' and 'A'.

Jörg Astalosch

Chief Executive Officer

A blue ink signature of Martin Mahlke, featuring a stylized 'M' and 'H'.

Martin Mahlke

Chief Financial Officer

A blue ink signature of Jens Pfitzinger, featuring a stylized 'J' and 'P'.

Jens Pfitzinger

Chief Human Resources
Officer

A blue ink signature of Jörn Klenner, featuring a stylized 'J' and 'K'.

Jörn Klenner

Overall Chairman of the
General Works Council

A blue ink signature of Jens Hinze, featuring a stylized 'J' and 'H'.

Jens Hinze

Vice-Chairman of the
General Works Council