

# Audi Corporate Regulations

Principles | Guidelines | Process standards | Detailed regulations

## Audi Brand Group Occupational Safety Policy

### Preamble

The Audi Brand Group sets forth in this agreement the basic principles and obligations regarding safety among employees. This Occupational Safety Policy provides a binding structure to company operations and shows their value within the company.

### Objective

A major factor influencing our decisions and actions is the preservation of health and the guarantee of a safe working environment.

### Responsibility

Members of the Board of Management, managers, employee representatives and employees act in the interests of our common company values, which are

anchored, for example, in the Audi Code of Conduct. Each individual is equally responsible for ensuring a safe working environment and for avoiding dangers to themselves and others. As such, managers and supervisors in particular need to take on role model functions.

### Organization and processes

Responsibility for the Occupational Safety Organization lies with the management of each company, taking into consideration the legal regulations of the various countries.

To do this, the companies as well as their locations develop suitable concepts for continually improving the safety of employees.

Members of the Board of Management, managers, employee representatives and employees all take responsibility for their part and act in the interests of our common company values.

### Information and training

Our employees and managers will be informed, trained and motivated regarding occupational safety based on their tasks and obligations so that they can help achieve these goals as part of their overall duties.

### Code of Conduct

We are striving towards a safety culture in which everyone works not only according to rules and regulations, but in which each member of a team is mindful of their environment on their own initiative.

**Ingolstadt, April 2019**

### For Company Management

#### Abraham Schot

Chairman of the Board of Management  
Marketing and Sales

### For the General Works Council

#### Peter Mosch

Chairman of the General Works Council

### References (a selection of external and internal sources on human rights):

- ▶ Audi Code of Conduct
- ▶ Declaration on Social Rights and Industrial Relationships at Volkswagen (VW Social Charter)

- ▶ Audi Statement of Principles concerning Respect for and Observance of Human Rights
- ▶ ILO Tripartite Declaration on Multinational Enterprises and Social Policy
- ▶ OECD Guidelines for Multinational Enterprises
- ▶ International Covenant on Economic, Social and Cultural Rights (UN Social Pact), Article 7b

**For better readability, the masculine form is used in the following documents. Nonetheless, people of all genders are referred to.**