



Statement on Sustainability Performance in Supplier Management

Working Conditions and Human Rights

AVL supports and respects the protection of internationally proclaimed human rights and does everything in its power to meet all of the applicable laws and regulations. AVL has implemented a Code of Conduct for its employees which is based on the principles of integrity, honesty and fairness and also expects its suppliers and their sub-contractors to adhere to the rules relating to the protection of the internationally proclaimed human rights, all of the applicable laws and regulations and the principles these are based upon.

- **Child labor and young workers**
The ban on child labor (young workers) is expected from the supplier.
- **Wages and benefits**
The compliance with the minimum wage and social benefits set by law or common in the industry sector is expected from the supplier.
- **Working hours**
The compliance with the working times set by law or by industry or other standards is expected from the supplier.
- **Modern slavery**
The ban on forced labor (Modern Slavery) is expected from the supplier.
- **Freedom of association, incl. collective bargaining**
The compliance with applicable laws and regulations relating to freedom of association and right to collective bargaining is expected from the suppliers.
- **Harassment and non-discrimination**
The ban on harassment or discrimination for reasons of race or owing to the ethnic origin, the sex, the religion or ideology, a disability, the age or the sexual identity is expected from the suppliers.

Health and Safety

The compliance with health protection and occupational safety requirements is expected from the supplier

Business Ethics

- **Corruption, extortion and bribery**
 The compliance with the anti-corruption regulations and the ban on either actively or passively, directly or indirectly participating in any form of bribery and corruption or inadmissible granting of benefits is expected from the supplier.
- **Privacy and data protection**
 If the supplier processes personal data of AVL as contract data processor, he will do this exclusively according to our instructions and covenants to sign a separate contract data processing contract pursuant to Art. 28 para. 3 EU General Data Protection Regulation. The supplier must act according to the AVL privacy policy.
- **Fair competition and anti-trust**
 The compliance with applicable competition and antitrust laws, in particular compliance with the prohibition of anticompetitive agreements is expected from the supplier.
- **Conflict of interests**
 The topics on Conflict of Interest are addressed in the AVL Code of Conduct, e.g. chapter 8 . Conflict of Interest.
 The requirement to follow the AVL Code of Conduct, and consequently follow chapter 8, defined in the General Purchase Conditions of AVL Software and Functions GmbH, chapter 15 Compliance and Social Responsibility, 15.1.
 AVL expects that its employees will perform their duties conscientiously, honestly, and in furtherance of the best interest of AVL. Employees must not use their positions or knowledge gained from their employment at AVL to obtain improper benefits for others or themselves.

 Employees must avoid every possible conflict of interest, with particular regard to personal considerations, which might affect the independence of judgment when deciding what is in AVL's best interest and what is the most appropriate way to pursue it.
- **Whistleblowing and protection against retaliation**
 The topics on Reporting/ Whistleblowing and Protection against retaliation are addressed in the AVL Code of Conduct. It's part of chapter 14. Commitments & Reporting Duties.
 The requirement to follow the AVL Code of Conduct, and consequently follow chapter 14, is defined in the General Purchase Conditions of AVL Software and Functions GmbH, chapter 15 Compliance and Social Responsibility, 15.1.

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rights, all of the applicable laws and regulations and the principles these are based upon.

Environment

- **GHG emissions, energy efficiency and renewable energy**
 During the execution of the supply contract, the supplier shall use the required resources – in particular materials, energy and water – efficiently and reduce the impact on the environment, particularly in regard to waste, wastewater, air and noise pollution to a minimum.
- **Water quality and consumption**
 During the execution of the supply contract, the supplier shall use the required resources – in particular materials, energy and water – efficiently and reduce the impact on the environment, particularly in regard to waste, wastewater, air and noise pollution to a minimum.
- **Air quality**
 During the execution of the supply contract, the supplier shall use the required resources – in particular materials, energy and water – efficiently and reduce the impact on the environment, particularly in regard to waste, wastewater, air and noise pollution to a minimum.
- **Sustainable resources management and waste reduction**
 During the execution of the supply contract, the supplier shall use the required resources – in particular materials, energy and water – efficiently and reduce the impact on the environment, particularly in regard to waste, wastewater, air and noise pollution to a minimum.
- **Responsible chemical management**
 The QES documents to be observed by suppliers, including the current list of ingredients and substances („AVL Restricted Substances List“), that must not be delivered to us or may only be delivered with some reservations are listed on the www.avl.com website > Discover all > Company > Quality, Environment, Safety & Security > Documents. If goods delivered by a supplier contain one of the above-mentioned substances (chemical management), the supplier has to contact the buyer named on the purchase order and inform him about the substances concerned in a particular case.



Upstream Supplier Management

- **Sustainable requirements for own suppliers**

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Dr. Georg Schwab

General Manager of AVL Software and Functions GmbH