



GUIDELINE ON SUSTAINABILITY

Sustainability is a long-term strategic success factor not only for the AIGO-TEC GmbH, but also for the suppliers. The new AIGO-TEC GmbH Supplier Guideline on Sustainability actively promotes sustainable operations.

Passion, respect, integrity and discipline are the corporate values of AIGO-TEC GmbH. By living these values within the company and also in our external relationships, we want to create a culture of excellence.

Together with its suppliers, AIGO-TEC GmbH wants to promote innovation, excellence and performance in a sustainable manner. Our philosophy for collaboration with our suppliers is based on mutual expectations and commitments in terms of reliability, transparency, communication and also sustainability. Therefore the purpose of this guideline is to establish a common standard of performance, to educate, and to encourage commitment to responsible business operations, not to punish.

The AIGO-TEC GmbH Supplier Guideline on Sustainability sets standards and clearly describes the expectations towards our suppliers in regard to human rights, working conditions, environmental aspects, and business ethics. We also expect that our direct suppliers ensure compliance with this Directive by subcontractors and suppliers. They are encouraged to share the contents of this Directive to all parties of their supply chain and to promote compliance active.

Guideline on Sustainability is also observed by all their subcontractors and suppliers. We rely on our direct suppliers to communicate and promote actively the standards of this guideline through their entire supply chain.

This guideline refers to our AIGO-TEC GmbH Corporate Social Responsibility Principles. Furthermore, the statements are based on international standards such as the United Nations Global Compact (<http://www.unglobalcompact.org>) and the ILO International Labor Standards (<http://www.ilo.org>). In addition to these international standards and the AIGO-TEC GmbH Supplier Guideline on Sustainability, all business activities within the automotive supply chain have to comply with local law. Whenever the provision of national or international laws, industry standards and this code address the same subject, the stricter regulation applies.



AIGO-TEC GmbH Supplier Guideline on Sustainability

I. Working Conditions/Labor

A) Child Labor Avoidance

Child labor must not be utilized in any stage of manufacturing. We expect that Companies follow the ILO conventions of a minimum age for admission to employment or work.

B) Wages and Benefits, Working Hours

Compensation and benefits have to comply with fundamental principles relating to minimum wages, overtime hours, and legally mandated benefits. Working hours will, as a minimum, comply with all applicable laws, industry standards or relevant ILO conventions, whichever standard is more stringent. Overtime should be voluntary and employees have to be granted at least one day off after 6 consecutive working days.

C) Freely Chosen Employment

Any form of forced or compulsory labor must not be used. Employees have to be free to leave employment after reasonable notice. It must not be required for employees to hand over government-issued identification, passports or work permits as a condition of employment.

D) Freedom of Association

Workers have to be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment. Workers need to have the right to associate freely, join labor unions, seek representation, and join workers' councils.



E) Health and Safety

Workers should have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

II. Environmental Standards

A) Environmental Responsibility

Companies have to support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies.

B) Environmental Performance of Business Operations

All stages of manufacturing have to provide optimal environmental protection. This includes proactive behavior to prevent or minimize the impact of accidents which may adversely affect the environment. Particular emphasis is given to the application and continuing development of technologies which save energy and water, and which are characterized by minimal emission controls, reuse and recycling strategies.

C) Environmental Performance of Products

All products which are manufactured within the supply chain are requested to meet the environmental standards in the respective market segment. This includes all applied materials and substances. Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

III. Business Ethics

A) Anti-Corruption

The highest standards of integrity are to be expected in all business interactions. Any and all forms of corruption, bribery, extortion and embezzlement are strictly prohibited.

B) Non-Discrimination

Harassment or discrimination against employees in any form is not acceptable. This includes but is not limited to gender, race, color, caste, disability, union membership, political beliefs, origin, religion, age, pregnancy, or sexual orientation.

C) Safety & Quality

All products and services will be delivered to meet the quality and safety criteria specified in relevant contract elements, and will be safe for their intended use.

Sustainability

Sustainability is based on a three-dimensional concept of economical, ecological and social development. Those dimensions are interdependent. With the report "Our common future" of the Brundtland Commission, the United Nation's Commission on Environment and Development, the concept of sustainability first attracted worldwide attention in 1987. According to the Brundtland Commission, sustainable development "is development that meets the needs of the present without compromising the ability of future generations to meet their own needs". Although the report has been published many years ago, the issue is still up to date. With its report, the Brundtland Commission complies with the "Club of Rome's" claim from 1972 for a sustainable development. Founded in 1968, the "Club of Rome" dedicates itself to the reasons and internal coherence of the worldwide ecological, economical, political and demographical situation and development from a global perspective.

Revision 1 dated 21.02.2019