



## Sustainability Protected Rights

At AUMOVIO, we believe that respecting human and environmental rights is not just a responsibility—it's a reflection of who we are. These protected rights define the standards we uphold across our global value chain and the expectations we set for ourselves and our business relationships.

Our sustainability due diligence actions are based on internationally recognized principles, including the **UN Guiding Principles on Business and Human Rights**, the **OECD Guidelines for Multinational Enterprises**, the **ILO Core Conventions**, and the **German Due Diligence Act (LkSG)**. These frameworks help us identify and address risks to people and the environment with clarity, consistency, and care.

## Our Approach

In everything we do, we strive to be:

- **Ahead of the Curve** – we anticipate adverse impacts early and embracing change with confidence.
- **Reliable – No Matter What** – we stand by our word and acting with integrity, even under pressure.
- **Stronger Together** – we foster trust, inclusion, and collaboration across teams and borders.
- **Committed to Win** – we deliver results that are not only effective, but also responsible and future-proof.

We focus our efforts where the potential adverse impacts are greatest, guided by data and driven by impact. We act decisively where we have control and engage constructively where we share responsibility. We define clear roles and ensure accountability at every level—from local operations to executive oversight.

Our sustainability due diligence actions are a continuous activity. They evolve with new insights, stakeholder expectations, and regulatory developments. This document outlines the **Sustainability Due Diligence Protected Rights** that shape our decisions and define the boundaries of responsible business conduct.

These protected rights are binding for all persons working for the AUMOVIO Group and their active participation is expected.

**Sustainability Due Diligence Policy,  
the AUMOVIO Executive Board, September 2025**

## Labor Standards

### **No Child labor**

AUMOVIO firmly rejects any form of child labor and specifically respects the standards of the *International Labor Organization*. AUMOVIO does not employ people under the age of 15 or under the age at which compulsory schooling ends or under the applicable country's minimum age for employment, whichever is greatest. Furthermore, young workers under the age of 18 need to be treated with special diligence and should not perform work that is likely to jeopardize their health, safety, and/or development.

### **Fair payment**

At AUMOVIO, compensation paid to workers shall comply with all applicable wage laws and regulations, including those relating to minimum wages, living wages, overtime hours, and legally mandated benefits. In compliance with local laws and regulations, workers shall be compensated for overtime in a reasonable way. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

### **Equal treatment / anti-discrimination**

AUMOVIO commits to creating a working environment free from any form of discrimination based on gender, age, race, skin color, health status, disability, social or ethnic origin, nationality, sexual orientation, political opinion, religion or belief, or any other characteristics protected by applicable laws and regulations. Furthermore, workers shall be provided with reasonable accommodation for religious practices, where relevant. In particular, equal work shall be compensated with equal pay.

### **Forced labor & modern slavery**

AUMOVIO firmly rejects any form of forced labor, modern slavery, debt bondage, trafficking, or any other form of labor not conducted voluntarily or non-compliant with the *International Labor Organization's* standards. This includes any form of oppression in the vicinity of the workplace, be it economically or of any other kind. Workers must be provided with documented employment terms or an offer of employment in a language the person should be able to understand. Migrant workers need to be treated with special diligence and shall receive the relevant work-related information prior to their departure from their country of origin and must always have access and full control over their identity or immigration documents.

### **Freedom of association**

AUMOVIO respects the freedom of association of all workers who have a right to the freedom of association and representation of their interests through elected representatives. They are free to form or join trade unions in conformance with the applicable laws and regulations. They must not be discriminated due to their relationship with trade unions or elected representatives. In conformance with the representatives and trade unions are free to operate. This includes collective bargaining and strikes for the regulation of working conditions.

### **Working conditions (incl. working time)**

At AUMOVIO work organization especially regarding working time must comply at least with the applicable laws and regulations. AUMOVIO commits to preventing physical and mental fatigue through avoidance of excessive working hours. Therefore, except in emergency or unusual situations, an average workweek typically should not be more than 60 hours applicable laws and regulations, elected per week (including overtime) and workers shall be allowed at least one day off every seven days. Scheduling of overtime must be done at least in accordance with applicable laws and regulations.



## **Health & safety**

### **Health & safety obligations**

Occupational safety and health are integral parts of AUMOVIO's responsibility to respect the physical and mental integrity of workers. Based on a systematic and preventive management approach, we consequently prevent work-related injury and ill health, and provide safe and healthy workplaces. This includes the creation of appropriate working conditions, prevention of excessive physical and mental fatigue, responsible handling of hazardous materials and further effective preventive measures such as trainings and instruction of workers. We comply with applicable laws and obligations regarding safety & health.

### **Use of mercury**

AUMOVIO commits to responsibly handle mercury. This includes handling of mercury, mercury compounds, mercury-added products and mercury waste according to the *Minamata Convention on Mercury* and its amendments.

### **Persistent organic pollutants**

AUMOVIO commits to responsibly handle persistent organic pollutants, following the *Stockholm Convention on Persistent Organic Pollutants* (POPs) and its amendments.

## **Security practices**

### **Responsible security practices**

AUMOVIO is committed to respecting human rights and to ensure sufficient instructions and establish appropriate control mechanisms when contracting or using own, private or public security forces. This especially includes the prohibition of contracting or using private or public security forces for the protection of an enterprise's project when it is likely that – due to a lack of instructions or control – these security forces will disregard human rights, use torture and/or cruel, inhumane or degrading treatment, violate the right of physical integrity, or impair the freedom of association.

## **Environment**

### **Harmful environmental impacts**

AUMOVIO strives to prevent harmful environmental impacts such as emissions to soil, air, water, as well as waste and noise generation and excessive water consumption, especially in order to not impact people's health and physical needs. We comply with applicable laws and regulations regarding environmental protection.



### **Waste handling**

AUMOVIO applies the waste hierarchy (prevent, reuse, recycle, recover) for waste whenever possible. AUMOVIO operates a waste management system to responsibly handle hazardous and non-hazardous waste. With our business partners we ensure that transboundary movements of hazardous wastes and their disposal are controlled according to the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their disposal. We comply with applicable laws and regulations regarding waste handling.

### **Land rights**

AUMOVIO respects legitimate land rights during the entire real estate life cycle, in the acquisition, development, operation, or other use of land, forests, and waters, especially wherever these secure the livelihood of people. Thereby any unlawful eviction, taking, and usage of land, forests, and waters must be prevented.

### **Supply chain**

AUMOVIO collaborates with its business partners to foster respecting adequate standards throughout the value chain. AUMOVIO expects its suppliers to respect human and environmental rights as referenced in the Sustainability Protected Rights and applicable laws. Furthermore, AUMOVIO's suppliers are required to implement adequate due diligence processes.

These are dedicated to identify, prevent, and mitigate risks of negative impacts on human and environmental rights in their operations and supply chains, including appropriate grievance mechanisms and reporting. AUMOVIO is committed to support its business partners and especially its suppliers, e.g., through but not limited to adequate monitoring systems, corrective action plans, and trainings.