



# HUMAN RIGHTS STATE MENT

## STATEMENT ON HUMAN RIGHTS, ETHICAL BEHAVIOR AND WORKING CONDITIONS

### PREAMBLE

At AVL, we recognize human rights as universal and fundamental principles that form the foundation of ethical and responsible business conduct. This commitment is embedded in our corporate values and reflected in our daily actions.

Human rights shape and guide all actions across all areas of AVL's business. Within AVL we treat all people with dignity as recognized by the international community. AVL respects human rights in all inward- and outward-facing relationships with its employees, suppliers, customers and any stakeholders. The company takes on the responsibility to uphold and promote human rights across all its activities and actively supports their implementation and compliance.

AVL expects all its suppliers and their subcontractors to adhere to the respective applicable local laws and regulations for the protection of internationally proclaimed human rights. This is also reflected in AVL's supplier management, ↗[AVL Terms and Conditions of Purchasing](#) and the ↗[AVL Code of Conduct for Business Partners](#).

AVL clearly distances itself from unethical or immoral behavior and issues such as slavery, forced or compulsory labor, human trafficking, child labor, discrimination or harassment and implements this in all its business activities.

## THE FOUNDATION OF OUR ACTIONS

The commitment to human rights and ethical behavior is embedded in AVL's business principles and part of the comprehensive, global compliance management system (CMS), based on the [AVL Code of Conduct](#).



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***Protecting human rights is not just part of our responsibility – it defines who we are as a company.***

Markus Tomaschitz, Company Spokesperson and Chief Human Resources Officer, AVL

AVL ensures strict compliance with all relevant local labor legislation in relation to working conditions. The working conditions are legally shaped through laws, collective bargaining agreements, company agreements and regulations or employment contracts.

Moreover, AVL is fully committed to the UN-guiding principles for business and human rights, respects and supports the implementation of human rights as they are anchored in the [General Declaration of Human Rights](#) and in internationally recognized treaties. AVL's statement on human rights is founded on the [ILO Declaration on fundamental Principles and Rights at Work](#) and the [OECD Guideline for Multinational Enterprises](#).

This document is globally applicable. Detailed regulations and measurements specific to the AVL Headquarters are outlined in a dedicated section.

## ETHICAL BEHAVIOR AND WORKING CONDITIONS AT AVL GROUP

### **AVL Code of Conduct**

The protection of internationally recognized human rights, compliance with applicable laws and regulations, and the maintenance of integrity and responsibility in business dealings are essential foundations of AVL's business activities. [↗The Code of Conduct](#) is a binding guideline for our employees and contains amongst others essential corporate principles such as

- Ethical code of conduct
- Respect for human rights
- Environmental protection and sustainability

### **AVL Code of Conduct for Business Partners**

The [↗AVL Code of Conduct for Business Partners](#) outlines clear expectations regarding the protection and promotion of human rights within the business relationship AVL maintains. Business partners are required to respect internationally recognized human rights and labor standards, including those set forth by the United Nations and the International Labor Organization. They must implement appropriate due diligence measures in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, tailored to the size and nature of their operations and supply chains.

AVL explicitly prohibits any involvement in unlawful land acquisition, forced resettlement, or activities that negatively impact the health and livelihoods of local communities, minorities, or indigenous peoples. The use of private or public security forces must not result in human rights violations such as physical harm or torture.

Working conditions must comply with national laws regarding wages and working hours, and all employment must be voluntary. Forced labor, prison labor, and human trafficking are strictly forbidden. Child labor and the exploitation of children or young people are also categorically prohibited, both within the business partner's operations and among their subcontractors.

Furthermore, AVL expects its partners to foster inclusive and respectful workplaces, free from discrimination or harassment based on gender, age, disability, religion, ethnicity, ideology, or sexual identity. The right of workers to form or join trade unions and other forms of representation must be upheld, and where local laws restrict this right, alternative mechanisms must be supported.

### **Whistleblowing System**

Integrity and compliance with laws and regulations are top priorities at AVL. They form the foundation for a strong reputation, customer trust, employee well-being, and long-term business success. To fulfill our social responsibility regarding the protection of human rights and the environment, AVL's whistleblower system is not only used to uncover violations within our own business operations. It also serves as a channel for reporting human rights or environmental violations or risks that may arise from AVL's business activities or those of its direct or indirect suppliers.

As committed in the [AVL Code of Conduct](#), AVL does not tolerate any form of discrimination in respect of employment and occupation. All people from hiring phase throughout the whole employee life cycle get the same opportunities in terms of their commitment and further personal development, regardless of characteristics such as race, color, age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, genetic information or marital status.

The system is available to both internal and external stakeholders, ensuring transparency and accessibility for all individuals who may have relevant information or concerns to share.

### **Culture and Values**

AVL drives several Culture and Values initiatives within the HR organization, with the aim of fostering diversity and equal opportunity in a sustainable and long-term manner. These initiatives follow a clear mission: to translate culture and values into measurable, visible, and actionable elements – supported by data, dialogue, and targeted interventions. HR creates spaces for feedback, nurtures mutual understanding, and provides expert guidance and policies on topics such as employee engagement, diversity, health, and social sustainability for the entire company.

### **Occupational Health and Safety**

The health of employees is an asset with highest priority. Occupational health and safety are therefore also part of the mission, vision and the company values of AVL. The company complies with global regulations and sets additional standards to enhance workplace safety and ergonomics. AVL also promotes physical and mental wellbeing through targeted health initiatives and site-specific risk assessments.

Goals, approach and activities are described in the AVL's Integrated Management Systems Policy and in AVL's QES-document for the implementation of Worker Protection Regulations, which is to 100% based on the applicable national laws and industry standards for safety and occupational health.

### **Training in Human Rights and Ethical Behavior**

Human rights and ethical behavior are part of AVL's Global Compliance Management System (CMS) which is based on the AVL Code of Conduct. The code of conduct is trained worldwide as part of the mandatory compliance training for each AVL employee.

Furthermore, AVL has developed its own training program especially for new employees – Welcome Newcomer - in which general knowledge about AVL's organization, processes and structures but also topics such as occupational health and safety, labor law and working conditions are trained and where explicit reference is made to the rights and obligations of every employee.

Managers receive in-depth leadership training, including topics such as staff appraisals, conflict resolution, and team wellbeing, alongside mandatory web-based training on Human Rights and the History of Women's Rights.

## ETHICAL BEHAVIOR AND WORKING CONDITIONS AT AVL HEADQUARTERS

The rights of employees in Austria are exceptionally well protected by the Austrian labor law. AVL acts strictly according to this law, which regulates all legal questions in connection with employment relationships as well as the rights and obligations between employers and employees - including topics such as: working time regulation, wages and benefits (minimum wages, overtime compensation etc.), employment contracts, employment for young workers/apprentices/students/interns, part-time employment, vacation entitlements, maternity/parental leave, protection against dismissal, equal treatment of all employees without regard to ethnicity, religion, gender, sexual orientation or disability status etc.

The interests of employees in Austria are primarily represented by the chambers of labor and the trade unions. These are part of the economic and social partnership and are responsible for negotiating wages and price issues with the Federal Chamber of Commerce Compliance with the law and collective bargaining agreements is regularly checked - and in the event of a violation also punished - by the labor inspectorate in Austria or the Austrian Health Insurance. Checks take place regularly on an annual basis or whenever necessary (e.g. in case of a work accident).

### **Works Council**

AVL Headquarters (as well as in further EU countries) has established a works council with the power to conclude company agreements (e.g. for flexitime, shift work), to be involved in dismissals and transfers, and to attend supervisory board meetings.

The tasks of the works council involve negotiating with the employer, submitting proposals for resolving differences of opinion and applying to the employer for measures that serve the company and the workforce.

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