

# VOLKSWAGEN

AKTIENGESELLSCHAFT

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Annex 1 to Group Policy 44

Volkswagen Group occupational health and safety policy

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**INTERNAL**  
**INTERN**

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## Volkswagen Group occupational health and safety policy

The Volkswagen Group is committed to its responsibility for the safety and health of its workforce. Ensuring a safe and healthy working environment is a key element of sustainable company leadership and an essential characteristic of employer attractiveness.

In this declaration, Volkswagen sets out the fundamental Group-wide principles that are applicable in the areas of occupational health and safety. These principles are implemented by the respective brands, companies and locations, taking into account the legal provisions and Group regulations applicable in the specific country.

An occupational health and safety management system is being established and will be improved on a constant basis to ensure a healthy working environment and to maintain and promote the health and efficiency of the workforce.

At the heart of the occupational health and safety management system lies the identification and assessment of work-related hazards and risks, including their impact on the workforce's health and illness. These hazards and risks are systematically analysed and mitigated.

Moreover, our aim is to ensure that we protect and promote physical and mental health while at the same time taking psychosocial risks and their consequences into account. We wish to provide a standard of healthcare for the workforce that is higher than that specified as a standard for the respective country.

We ensure that both legal requirements and internal regulations regarding occupational health and safety are met. Occupational health and safety objectives are being defined and will be maintained in the long term.

We all rely on the exemplary and responsible behaviour of each individual where compliance with occupational health and safety regulations is concerned. To this end, information on topics relating to occupational health and safety is made available to the entire workforce, sharpening their awareness and motivating them. Active participation by the workforce and employee representatives on the one hand, and advice provided by occupational health and safety experts on the other, play a major role in preventing work-related injuries and sickness.