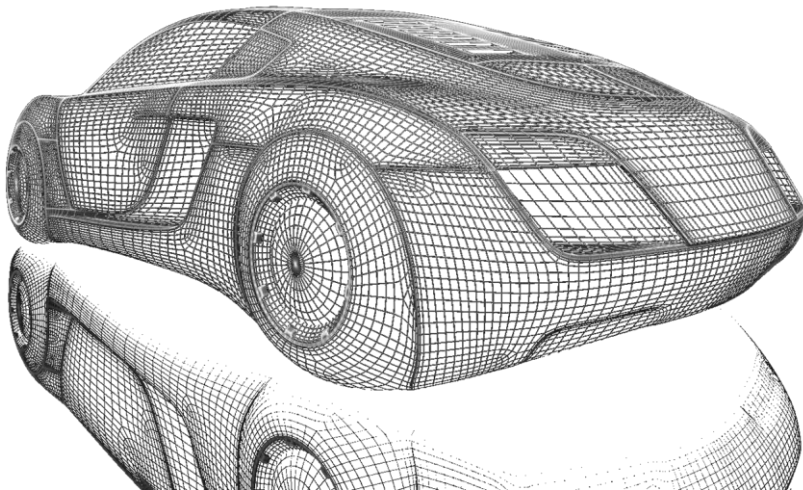




S&B Automotive
Engineering



Working Conditions and Human Rights Policy

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This policy defines and explains, how S&B Automotive Engineering GmbH & Co. KG promotes working conditions and human rights and implements them in its business activities. We are committed to respecting internationally recognized human rights and to ensuring that everyone is equally entitled to these rights, without regard to gender, age, origin, political or religious beliefs. We provide our employees with fair working conditions that support and encourage them in their work. Managers actively demonstrate to their employees how these working guidelines are an integral part of our company. It is therefore binding for everyone and contributes to the success of the company.



I. Working Conditions



1. Child Labor and Young Workers

We do not tolerate child labor in any of our business operations.

The policy on dealing with child labor is based on:

- the UN Convention on the Rights of the Child
- Conventions No. 138 (Minimum Age for Employment) and No. 182 (Elimination of Child Labor) adopted by the International Labor Organization
- the Principles on Children's Rights and Entrepreneurial Action

S&B Automotive Engineering GmbH & Co. KG must ensure that young employees under 18 years of age

- do not work overtime
- do not work at night
- are protected against working conditions that are detrimental to their health, safety, morals or development



2. Compensation and Benefits

The remuneration that S&B Automotive Engineering GmbH & Co. KG pays its employees for a normal working week corresponds at least to the minimum wage that applies by law and is to be guaranteed.

We are not subject to any collectively agreed regulations and therefore orient ourselves to both the industry-specific and local remuneration, social benefits and/or additional benefits. Thus, an adequate standard of living is ensured for our employees.



3. Working Hours

We ensure that working hours comply at least with the statutory requirements or the minimum standards of the national sectors. The organization of working hours and breaks takes into account both operational and individual concerns and is based on occupational science criteria, including physical and mental stress. We promote the compatibility of work and private life and therefore offer different working time models, home office, compensatory working time or time off.

4. Ethical Recruitment

We ensure fair treatment of applicants, employees and any other persons who come into contact with S&B. In doing so, we ensure a transparent application and hiring process and equal treatment of all applicants. Respect and honesty are the basis in every phase of the application process and therefore apply in particular to the selection of applicants and the conduct of interviews.



5. Occupational Health and Safety

The safety and well-being of our employees makes a significant contribution to our economic success.

We therefore attach great importance to compliance with our Occupational Health and Safety Policy and strive to promote the physical as well as mental well-being of our employees in the long term.

As a result, we provide a healthy and hazard-free working environment by complying with workplace safety laws and ensuring that appropriate procedures and protective measures are in place to ensure health in the workplace.

Regular training of our safety officers and our employees is therefore an integral part of occupational health and safety.



6. Qualifications

S&B Automotive Engineering GmbH & Co. KG is interested in the long-term employment of its employees and therefore promotes their individual skills accordingly. Employees are deployed according to their qualifications, previous knowledge and skills. Regular training programs support our employees in the performance of their duties, counteract excessive demands and increase equal opportunities for all employees. In addition to professional qualifications, we pay particular attention to the personal development of our employees.

7. Freedom of Association

Our employees may freely and peacefully, with respect to the right of individuals or for the protection of their interests, form, join, assemble and associate with unions or employee representatives at all levels.



II. Human Rights



We are guided by the principles of the United Nations and respect the personal rights of our employees and business partners.

Our cooperation at all levels is characterized by the principles of economy, ecology and social competence. Mutual respect, trust, transparency, appreciation, responsibility and openness are among the basic requirements in our company and are conveyed to our employees through the exemplary behavior of our managers.



1. Harassment and Non-Discrimination

S&B Automotive Engineering GmbH & Co. KG vehemently rejects any form of harassment and discrimination.

No one may be discriminated or disadvantaged based on nationality, gender, marital status, ethnic origin, age, disability, religion, sexual orientation or any other grounds covered by the prohibition of discrimination. The essential criteria in the selection and development of our employees are skills and qualifications.

Violence or harassment in the workplace as well as mobbing and discrimination will not be tolerated by us under any circumstances and will be punished to the extent legally possible. We promote an open, inclusive corporate culture.



2. Women Rights

S&B Automotive Engineering GmbH & Co. KG expressly emphasizes that all human rights are also women's rights. In order for all women to be able to exercise these human rights, women and girls should receive political, civic, economic, social and cultural support. For everyday equality between men and women to actually be achieved, the existing barriers are to be removed. The urgency for this is particularly evident in violence against women and disadvantaged educational opportunities for girls. Overcoming traditional gender roles is, among other things, an important part of business as well as promoting development opportunities for all female employees.



3. Diversity, Equality and Inclusion

Furthermore, S&B Automotive Engineering GmbH & Co. KG is committed to diversity, equality and inclusion. This refers to the non-discrimination of any person as well as the appreciation and inclusion of diverse views. We value different perspectives and see only advantages in diversity.

To ensure diversity, equality and inclusion are very high priorities for us. Ways should be created to show progress and to break down barriers. We are committed to actively promoting diversity, equality and inclusion in our company and to establishing them as a matter of course.



4. Minority Rights

Building on our commitment to non-discrimination and the promotion of women's rights, diversity, equality and inclusion, the rights of minorities are protected. We see the right to a distinct identity and the right to effective equality as the basis for this. Another important measure in the protection of minorities is intercultural dialogue, which is based on tolerance and openness.



5. Slavery and Human Trafficking

The S&B Automotive Engineering GmbH & Co. KG rejects the use of forced and compulsory labor as well as human trafficking.

Any form of modern slavery, debt bondage or involuntary prison labor is prohibited.

Our employment relationships are based solely on voluntariness and can be terminated by our employees at any time at their own will and in compliance with the legal deadlines.



6. Privacy and Protection of Confidential Information

We use and protect any information in accordance with the Basic Data Protection Regulation. Data is collected, processed, secured and deleted professionally in accordance with its classification.

We expect our employees and business partners not to publish confidential data without authorization or to pass it on to third parties. Every individual has the right to information, correction, blocking or deletion of his/her personal data, in accordance with legal requirements.

Regular training by internal and external data protection officers ensures better awareness in dealing with data worthy of protection.



7. Transparent Business Relations

The general terms and conditions of S&B Automotive Engineering GmbH & Co. KG oblige suppliers to respect human rights and in particular to observe the ILO Declaration on Fundamental Principles and Rights at Work.

We select our business partners carefully and expect them to behave in accordance with the rules regarding the working conditions of their employees and the strict observance of human rights.



Friedberg, 1st of April 2023

Michael Böhler – Managing Director

Martin Weber – Managing Director

S&B Automotive Engineering GmbH & Co. KG

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