

Occupational Safety Policy in the Volkswagen Group

Preamble

Volkswagen's purpose in providing this agreement is to document the fundamental principles and obligations for occupational safety for the countries and regions represented in Volkswagen's Group Global Works Council.

Both the Board of Management and the Group Global Works Council at Volkswagen agree that it is the Volkswagen Group's declared goal to preserve and, where possible, also promote the safety, health, performance and job satisfaction of employees during the development, production and marketing of our automobiles.

In the sense of sustainable Group development, this goal will be adopted at all the above mentioned Group locations.

1. Organization

Taking account of the legal regulations in individual states, the responsibility for organizing occupational safety lies with the management of the national company concerned.

The group's Board of Directors has the possibility of using management reviews to obtain information on whether occupational safety goals are met, how they are implemented in the various regions and how well occupational safety measures are organized. This includes obtaining information from the analysis and valuation of the appropriate key figures.

2. Optimization of processes

Both the national companies and their locations develop appropriate concepts for the continuous improvement of occupational safety. These concepts should be characterized by innovation, creativity and business expertise and should be used to generate synergies worldwide.

3. Information and qualification

Our employees will be informed, trained and motivated on occupational safety issues – in line with their tasks – so that they can play an active role in meeting the goals in their respective day-to-day work. Operational managers should set an example in this respect.

4. Communication

Key prerequisites for establishing safe processes and ensuring a high degree of occupational safety include the exchange of information and communication between operational managers, departments, employee representatives and external companies.

5. Final clause

Third parties cannot assert any claims based on this declaration.