



Human Rights Policy Statement

SAF-HOLLAND Group

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1. Introduction and Scope

SAF-HOLLAND follows its vision to take a leadership role in the transformation of mobility and partner with our customers on the road to a sustainable future. This results in the goal of delivering good governance, operational excellence, and exceptional performance to all stakeholders while we protect the environment and our assets. We consistently manage risks, foster innovation, and safeguard our employees.

As a global company, we are committed to respecting internationally recognized human rights wherever we operate.

Our human rights commitment extends to our employees, management staff in all business regions, business partners, and, in the reach of our leverage and responsibility, to other parties in our supply chain.

In addition to being a signatory of the United Nations (UN) Global Compact Initiative and upholding its Ten Principles, SAF-HOLLAND Group's commitment on human rights is guided by the International Bill of Human Rights, the principles on workers' rights set out in the Declaration on Fundamental Principles and Rights to Work from the International Labor Organization (ILO) as well as the OECD Guidelines for Multinational Enterprises.

- UN Global Compact
- International Bill of Human Rights
- ILO Declaration on Fundamental Principles and Rights to Work
- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights

SAF-HOLLAND Group embraces the UN Guiding Principles on Business and Human Rights, which implement the UN "Protect, Respect and Remedy" Framework and outline the responsibility of businesses to respect human rights along the value chain. We strive to implement this set of principles. In this context, we have identified the following key areas of human rights impacts and their relevant human rights principles.

2. Our Workforce

With an international workforce across the world, SAF-HOLLAND Group commits to providing fair working conditions, which extends to working time and remuneration and respecting employees' freedom of association and the right to collective bargaining. We are committed to maintaining high health and safety standards in the workplace.

Respect for each individual is at the core of our corporate culture. We strongly stand against any form of discrimination or harassment, and we are an equal-opportunity employer. Through our diversity strategy and the specially established diversity council, we strengthen inclusion, equity, and affiliation among our employees within the company.

Access to further education and training is an important component of fostering equal opportunities among employees. For this purpose, we provide programs and advanced training to promote long-term learning and professional and personal development of our employees.

We reject any form of forced labor and child labor as well as all forms of modern slavery and human trafficking.

All these expectations are integrated and well defined in our Code of Conduct, in our equal opportunity guidelines, and in our health & safety guidelines. In order to disseminate the content of our Code of Conduct and Human Rights Policy among our workforce, we created training material on compliance, gifts & gratuities, corruption, and signature authorities that are mandatory for all employees and managers.

3. Our Suppliers

We place a great degree of importance on ensuring that SAF-HOLLAND Group's human rights standards are upheld by our suppliers at their own sites, including fair working conditions, health and safety, the respect of freedom of association and collective bargaining, the right to equal treatment, a clear rejection of discrimination, and the prohibition of child labor and forced labor. For this reason, we also oblige our business partners to comply with our SAF-HOLLAND Code of Conduct. For our suppliers, we adopted a specific global Supplier Code of Conduct. This guideline forms the framework for action to be taken by our business partners and defines concrete objectives.

We are committed to responsible sourcing and procurement practices as part of our responsibility to uphold human rights along the supply chain. We aim to avoid the use, within our supply chain, of minerals from conflict-affected areas and high-risk countries.

We always comply with the latest national and international standards and acts that apply to supply chain management.

4. Our Products and Our Stakeholders

Our ambition is to provide maximum safety on the road. Our standards and commitment often go beyond the regulatory standards. To this end, we have set strict guidelines to ensure and enhance the high level of our products' reliability, safety, and quality.

We ensure comprehensive and legally compliant protection of personal data, particularly of employees, job candidates, customers, and suppliers. The rigorous management of data protection and data privacy is of high importance to secure the long-term trust of our employees, job candidates, customers, and suppliers. Such expectations are also outlined in our Code of Conduct.

5. Our Impact on Local Communities

We recognize the threat and challenges that climate change poses to human rights. SAF-HOLLAND Group is aware of the impacts that its operations might have on local communities. We are committed to respecting the human rights of local communities, especially in the context of designing and constructing our plants and in the operations of our facilities. We strive to avoid environmental risks and we have a robust environmental management system in place, which includes the latest ISO certification standards. We continuously work to improve our environmental footprint and establish projects and measures to ensure compliance with our standards. This way, we manage to keep the impact on local communities at a minimum.

6. Implementation and Monitoring

- ➔ SAF-HOLLAND Group has adopted several policies to support its commitment to respect human rights as outlined above. We have also established a robust compliance management system. Each year, we conduct quality audits, which cover compliance issues in environmental and social areas, including aspects of human rights. These audits cover each business region, as well as our entire workforce.
- ➔ Additionally, we established an ESG department, that addresses topics and issues in the three scopes environment, social, and governance. Our aim is to achieve the most possible sustainability in our locations across the world. Therefore, we conduct several projects in those scopes and monitor their success and the success of our other measures by appropriate nonfinancial business metrics. The results are published annually in our Sustainability Report.

- ➔ In our supplier qualification process, we evaluate suppliers using a questionnaire that also contains ESG-relevant questions including human rights aspects. In our audit process, compliance with the Code of Conduct is evaluated by our quality department in remote or on-site audits.

7. Grievance Mechanism

The Compliance and Legal Affairs department monitors the implementation of the Code of Conduct and serves as a contact point for compliance issues. This department will oversee the implementation of this policy statement and reports directly to the CFO. SAF-HOLLAND Group's employees and temporary workers as well as third parties can submit information on a potential compliance violation or risk within the company and along the supply chain to a designated reporting channel. We are committed to investigating, addressing, and responding to such concerns as we place great importance on the provision of effective remedy.

8. Reporting and Review

We are committed to regularly reporting on our progress on human rights across the company, upholding the principle of transparency. Our sustainability report is published annually, in which we communicate our actions on human rights, including the progress on implementing our human rights commitment.

This policy will be reviewed on a yearly basis or occasion-related by the Management Board of SAF-HOLLAND SE and adjusted accordingly if needed.

Bessenbach, November 2023

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