

Principles of social responsibility.

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For us responsible corporate behaviour is in accordance with the interests of the society. With the following declaration the Rheinmetall Automotive AG will commit to the principles of social responsibility, to the compliance with the legal regulations and to sustainable business.

We will expect from our partners and suppliers the attention and compliance with these principles.

### Human rights.

#### 1.1 Human rights

Rheinmetall Automotive endorses and supports the observation of internationally recognised human rights.

#### 1.2 Equality of opportunities/no discrimination

Rheinmetall Automotive undertakes to guarantee equality of opportunities with respect to the employment of workers and to refrain from all forms of discrimination if national law does not expressly stipulate selection based on certain criteria. Discrimination of employees due to their sex, race, the colour of their skin, a disability, their origins, their religion, their age or due to their sexuality is not permitted (ILO agreement 100 and 111).

1.3 The parties to the agreement stress the principle of equality of opportunity with a great deal of respect and clearly speak against discrimination and alienation and for integration and tolerance not just between the employees but also between and with the executives. The interaction between the employees and the company management is characterised by mutual respect, understanding and mutual trust in the interests of achieving the joint company objectives.

1.4 Rheinmetall Automotive rejects all forms of compulsory labour (ILO agreement no. 29 and 105). Child labour is forbidden (ILO agreement no. 138 and no. 182). The minimum age of the employees is based on on respective state laws or collectively agreed regulations, if the ages do not fall below the minimum age of employment anchored in the ILO agreement no. 138.

### Conditions of employment.

#### 2.1 Remuneration/payment

The right of suitable payment is recognised for all employees (ILO agreement no. 100). The remuneration/payments and the other benefits (social benefits, vacation or similar benefits) take account of the principle of fairness and at least correspond to the respective national, statutory standards or the level of the national economic sectors.

#### 2.2 Working hours

Rheinmetall Automotive ensures the observance of the respective national regulations and agreements

with respect to working hours and to regularly paid vacations. The working hours including overtime may not permanently exceed the existing statutory and/or collective agreement standards in the respective countries.

### 2.3 Employment and health protection

Employment and health protection as well as safety at work take the highest priority. Rheinmetall Automotive guarantees safety at work and health protection at the work place in accordance with the national regulations and supports a constant development process in order to improve the working environment.

### 2.4 Qualification

The existing abilities and skills of the employees are of outstanding significance for Rheinmetall Automotive to secure the company's future at all locations throughout the world. Rheinmetall Automotive therefore supports and promotes measures undertaken to qualify the employees, which are suitable to extend and consolidate their professional knowledge that is essential for the job. The training and advanced vocational training will be attributed particular importance during the subsequent phase of development.

### 2.5 Environment

The products and services of Rheinmetall Automotive should also be environmentally friendly in the future. The protection of the environment as well as the improvement of the living and environmental conditions are essential corporate objectives of the Rheinmetall Automotive-group. In working practice cooperation will take place with responsible local institutions in order to achieve and observe the respective international, European and national environmental standards. The supplier commits to implement an environmental management system, which meet the requirements of ISO 14001.

## Freedom of association/the role of the employees' representatives and trade union rights.

3.1 The rights of the employees of Rheinmetall Automotive to freely form trade unions of their choosing or to join them are recognized (ILO agreement no. 87 and 98). The parties to the agreement accept the formation of company or trade union representatives of workers' interests and acknowledge them in a positive light if this does not run contrary to the application of national statutory regulations. Rheinmetall Automotive accepts the results that emerge from collective negotiations based on national regulations, which affect Rheinmetall Automotive.

3.2 Rheinmetall Automotive AG, the employees and the company and trade union employees' representatives cooperate in a frank manner whilst observing their mutual interests and in a spirit of constructive and cooperative settlement of conflicts. The parties strive to ensure a fair balancing of the economic interests of the company with the interests of the employees.

## Conflict of interests, gifts and attempts at bribery.

4.1 We are committed not to accept or give any gifts which could lead to a conflict of interests. In particular, neither bribes nor other unlawful payments to government officials or other persons may be made or offered.

## Execution and implementation of the agreement.

5.1 The code of conduct of Rheinmetall Automotive AG is binding throughout the world and applies for all the group's subsidiaries, which a Rheinmetall Automotive subsidiary has industrial control of. It obligates executives and employees at all levels to observe, accept and promote the agreed objectives. The management of the respective company units, and, where they exist the employees' representatives are responsible for ensuring this.

5.2 The code will be made accessible in an appropriate form to all the management teams, interest representatives and employees throughout the group. The communication and information measures with respect to the notification will be discussed in conjunction with the existing employees' representatives and also jointly implemented or executed.

5.3 Rheinmetall Automotive AG expressly supports and encourages the business partners to apply and consider the agreed code in the respective in-house corporate policy. It takes the view that this code represents an advantageous basis for subsequent business relations in the future.

5.4 All the employees have the right to address subjects and problems in conjunction with the agreed principles. They will not suffer any disadvantages and/or sanctions as a result.

5.5 The parties to the agreement will make every effort to ensure that the agreement is observed. Information with respect to problems, deviations or necessary changes of the codes will be exchanged between the parties to the agreement at least once a year and discussed. This exchange of information will take place in the body of Rheinmetall Automotive AG's European Works Council.

Rheinmetall Automotive AG reserves the right to review the compliance with the above mentioned requirements at the supplier. Furthermore Rheinmetall Automotive expects from the business partners ensuring the compliance with the requirements at the sub suppliers.

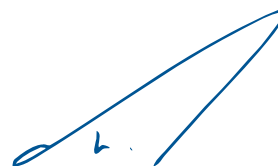
Rheinmetall Automotive AG



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