

POLICY STATEMENT ON RESPECT FOR HUMAN RIGHTS AT TÜV NORD GROUP

The TÜV NORD GROUP is committed to the principle that all sustainable business should be rooted in the preservation and protection of human rights. As a corporate group with international operations, we have a responsibility toward our employees and society and support the United Nations Sustainable Development Goals (SDGs). This duty extends not only to our own business activities but also to the business relationships we have along our value chain. Our efforts are guided by the following standards and guidelines for human rights:

- Universal Declaration of Human Rights of the United Nations (UN)
- UN Guiding Principles on Business and Human Rights (UNGPR)
- Labour and Social Standards of the International Labour Organisation (ILO)
- OECD Guidelines for Multinational Enterprises
- Principles of the United Nations Global Compact

Our own guidelines and regulations take the substance of these international principles into account. Our TÜV NORD GROUP **Code of Conduct** forms the basis of our activities and creates a binding framework for our employees. At TÜV NORD GROUP, we support our employees in acting responsibly and with integrity.

We require suppliers and business partners along our supply chain to comply with human rights standards set forth in our Compliance Code for suppliers and business partners. The Compliance Code sets minimum social and environmental standards for our suppliers and business partners and forms the basis for their cooperation with TÜV NORD GROUP.

Due diligence in questions of human rights remains a part of our Group-wide compliance and risk management system in which we actively address opportunities and risks. There are internal policies in place that supplement and complete the holistic approach and the responsibilities involved. We utilise in-house training and in-house audits to monitor our policies and processes for efficacy. We use our role in the TIC Council, in our umbrella organisation VdTÜV and in other associations to share ideas on behalf of due diligence in human rights.

If there is suspicion or a complaint with regard to possible violations of human rights standards, there are various channels available to our employees, business partners and other stakeholders; these are communicated on our Internet and Intranet sites. This gives all stakeholders – regardless of their contractual or business relationships with TÜV NORD GROUP – a forum in which to communicate their concerns. Our appointed ombudsman, for instance, and our main point of contact for compliance matters, are available to assist in this regard. All tips are treated confidentially and followed up. This way, the whistle-blower can remain anonymous.

We are well aware that implementing due diligence in human rights is an ongoing process, and we regularly review this process in light of changing conditions. Our Policy statement on respect for human rights is subject to ongoing reassessment and updated as required. We provide information on our activities to ensure respect and promotion of human rights in our annual Corporate Responsibility Report.

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Chairman of the Board of Management

JÜRGEN HIMMELSBACH
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