

VOLKSWAGEN

CROUP FRANCE

SUPPLIER CODE OF CONDUCT

The VOLKSWAGEN group has pledged to respect moral and ethical values in its corporate management.

Volkswagen Group France, having implemented a "compliance" system several years ago, does not tolerate any practice that is not consistent with honest, loyal, honest and fair behavior. We expect our suppliers, service providers, subcontractors, grouped under the generic term "suppliers", to respect and adhere to the same philosophy in the management of their own business.

We require strict compliance with these standards from all our suppliers, their subcontractors and their own suppliers. When domestic legislation and other governing laws, and this code of conduct cover the same subject, the most binding provision applies.

However, in the event that this code of conduct conflicted with the laws in force will prevail. Suppliers must accept to comply with the requirements of this Code of Conduct which also respects the principles stipulated in the International Labor Organization Conventions, the Universal Declaration of Human rights, the OECD guidelines and the principles of VOLKSWAGEN's Global Labor Charter.

All violations of this code of conduct on the part of our suppliers, their employees or their subcontractors will jeopardize our commercial relations.

WORKING METHODS

We expect of our suppliers that they act in total legality, and that they comply with the domestic, local and international laws and regulations governing the conduct of their companies.

Our suppliers are required to respect the rules of competition law.

Agreements aimed at curbing free competition, or at arbitrarily furthering or excluding certain partners for any reason whatsoever, or the submitting of fake bids for invitations to tender, are strictly prohibited.

Our suppliers must obtain the approval of their contractors before subcontracting any part whatsoever. Our approval is subject in particular to the subcontractors' acceptance of this Code of Conduct and of the ensuing conditions.

The suppliers will see to it that their employees who may be called upon, to carry out a service in the premises of Volkswagen Group France, respect the operating and safety rules in force in the company, in particular regarding the confidentiality agreement shall be signed by the supplier and/or its employee before undertaking to provide any service.

Donations and gifts are prohibited.

COMPANY REQUIREMENTS AND RESPONSIBILITIES

The use by our suppliers of forced labor, whether obtained under the threat of sanctions, the withholding of identity papers, any security deposit made by the workers, or any other form of coercion is strictly prohibited.

Child labor is strictly prohibited.

Harassment: We expect of our suppliers that their employees equally and honestly. Our suppliers will not admit nor will they practice moral or physical harassment or infringe upon the rights of others in any manner.

Discrimination: We expect of our suppliers that they treat all employees equally and honestly. Our suppliers shall not practice any form of discrimination in hiring employees, providing access to training, or promotions, nor will they

dismiss employees on the basis of criteria of gender, race, religion, age, disability, sexuality orientation, nationality, and political opinions, social or ethnic origin.

Our suppliers shall, at the very least, pay regular wages and overtime hours at the rate imposed by the laws of the original country of manufacture, and provide to workers the legal benefits in force. In event, that in the country of origin no minimum wage were imposed for regular working or overtime hours, the suppliers will see to it that the wages amount at least to the average minimum in the sector concerned, and that overtime hours be paid at least at the regular rate of hourly wages. No withholdings shall be made from wages for disciplinary purposes. Our suppliers will comply with the limits imposed by the laws of the country in which they are established in terms of working hours and overtime hours.

We expect of our suppliers that they respect and acknowledge each employee's right to negotiate collectively, to create or to take part in the labor union of his (her) choice, without sustaining any penalty, discrimination or harassment.

Health and safety: Our suppliers shall provide to their employees a safe and healthy working environment so as to avoid accidents or bodily injury which might be caused by, associated with, or occurs during work or the handling of equipment. They shall set up systems for detecting, avoiding or neutralizing any threat to the health and safety of the personnel, and shall comply with the local and international rules and laws in force.

ENVIRONMENTAL REQUIREMENTS AND RESPONSIBILITIES.

We expect of our suppliers that they join us in our commitment to promote a clean, safe environment. We encourage initiatives which permit a reduction of our impact, in particular by the use of the technologies which are respectful of the environment. Our suppliers shall pledge to respect local and international environment regulations and standards. Our suppliers shall be able to prove that they have effectively applied the following criteria:

Waste and emissions in the air and water must be adequately treated, with particular attention to hazardous waste and emission which shall not be discarded, released or dumped illegally, Persons whose activities have a direct impact on the environment are trained, skilled and provided with the means necessary for accomplishing their mission.

MONITORING AND AUDITING

We reserve the right to monitor the respect of these principles and to conduct compliance audits at any time, without prior notice. Our supplier will provide full access to the equipment, workers, documents and archives.

All anomalies must be corrected immediately lest they jeopardize our business relation.

Volkswagen Group France

Lynda Belhaddad-Gherdaoui

Integrity Officer

Head of Department
Governance, Risk and Legal
Affairs



Name and title of authorized
Representative:

Company Seal
