

Occupational health and Safety Policy Statement

VWATJ/VWATD, as a component provider, endeavors become a role model for occupational health and safety protection.

We are fully aware of the possible health, safety and social impact of our actions and products on a global scale. We are committed to using the world's advanced equipment and facilities to effectively control the occupational health and safety risks in the production of spare parts and provide healthiest and safest working environment for employees and suppliers. Our products will also help our customers reduce the health and safety impact of their products while maintaining the competitiveness of the enterprise and ensuring the employment.

Commitment to occupational health and safety responsibility

VWATJ/ VWATD practices occupational health and safety responsibilities through the following modes:

1. Leadership

Our management staff at all levels need to pay attention to the occupational health and safety risks in the business, and practice compliance commitments in occupational health and safety in daily communication and actions. They are responsible for ensuring that the requirements described in this Occupational health and Safety Policy Statement are widely known, implemented, complied with and updated as required. Our managers make sure that all staff are informed, correctly trained and accountable for the tasks assigned to them. The Board of Management ensures by way of appropriate internal regulations that the information required for occupational health and safety management is available and that the necessary means of maintaining the management systems is provided. When it comes to important company decisions, occupational health and safety and economic criteria are equally important in the decision-making process. The Board of Management carries out annual checks to ensure that this policy statement can be complied with and the targets can be fulfilled.

2. Compliance

We comply with laws and regulations and are guided by our occupational health and safety standards and targets. We implement occupational health and safety management system to ensure that the occupational health and safety compliance obligations are fully understood and fulfilled within our business activities. Any occupational health and safety misconduct, intentional deception, deception or fraud are treated as regulatory violations. We will evaluate the compliance of Occupational health and Safety Policy Statement every year.

职业健康与安全方针

作为一家汽车零部件供应商，VWATJ/VWATD 竭力成为行业中的职业健康与安全典范。我们深悉我们的行为和在全球范围内可能产生的健康、安全和社会影响。我们致力于采用世界先进水平的设备设施，有效控制零配件生产过程中存在的职业健康和安全风险，为员工及供应商提供最健康和安全的工作环境。我们的产品也将在保持企业竞争力并保障员工就业的同时，协助我们的客户降低其产品的健康和安全隐患。

对职业健康与安全责任的承诺

VWATJ/VWATD通过以下方式践行职业健康与安全责任：

1. 领导力

我们的各级管理者都需要关注其业务活动中存在的职业健康和安全风险，并在日常沟通和行动中践行其在职业健康和安全方面的合规承诺。他们负责确保本职业健康与安全方针中所述的要求得到广泛了解、实施和遵守，并根据需要进行更新。我们的经理们确保所有员工都被告知和接受正确的培训，并对分配给他们的任务负责。经管会通过适当的内部规定确保职业健康与安全管理所需的信息是可以获得的，并为维护管理体系提供必要的途径。当涉及到重要的公司决策时，职业健康与安全标准在经济标准在决策过程中具有同等的重要性。经管会实施年度检查，以确保本职业健康与安全方针得以遵守，其目标得以实现。

2. 合规

我们遵守法律法规要求，并以我们的职业健康与安全标准和目标为指导。我们运行职业健康与安全管理体系，以确保在业务活动中，充分理解并履行职业健康与安全合规义务。任何违反职业健康与安全方面的不当行为、故意欺骗、欺骗或欺诈均被视为违规。我们每年会对符合职业健康与安全方针要求的程度进行评估。

3. Protecting our environment

We are committed to using the world's advanced equipment and facilities to effectively control the occupational health and safety risks in the production and provide the healthiest and safest working environment for employees and suppliers. We implement economical and feasible schemes to reduce the occupational health and safety impact of our products and services. The company will publicly disclose the occupational health and safety key performance indicators every year to verify our efforts in occupational health and safety protection.

4. Cooperation with stakeholders

We provide transparent and credible information and conduct open dialogue with our employees, customers and suppliers, as well as with authorities and other stakeholders. At all levels, we constructively cooperate with government and undertake social responsibility together.

5. Continual improvement

Our occupational health and safety management system ensures that the occupational health and safety compatibility of our processes, production, services and production sites, as well as the management system itself, are subject to a continual improvement process. We work together with our suppliers and other business associates to achieve this. Key targets of occupational health and safety are set and tracked to ensure that we are continually improving our performance.

3. 职业健康与安全防护

我们致力于采用世界先进水平的设备设施，有效控制零配件生产过程中存在的职业健康和安全风险，为员工及供应商提供最健康和安全的工作环境。我们推行兼具经济性、可行性的方案以减少我们的产品和服务产生的职业健康与安全影响。公司将每年公开披露职业健康与安全关键绩效指标，以验证我们在职业健康与安全防护方面付出的努力。

4. 与相关方合作

我们提供透明和可信的信息，并与我们的员工、客户、供应商、当地政府及其他相关方进行公开对话。我们与当地政府在各个层面进行建设性的合作，共同承担社会责任。

5. 持续改进

我们的职业健康与安全管理体系可确保我们的流程、生产、服务和生产经营场所和职业健康与安全相融合，并且管理体系本身也致力于持续改进。我们与供应商和其他业务伙伴共同努力实现这一目标。我们设定了职业健康与安全的关键参数目标，并对这些目标进行跟踪，以确保职业健康与安全绩效的持续提升。

Mr. Heiko Knatz
General Manager Technical

Mr. Bernd Avers
General Manager Commercial

Valid since: May. 15th, 2024