

DEKRA SE

Social Standards

Declaration of Principles
for Respect for Labour- and
Human Rights



On the safe side.



DEKRA Social Standards

Declaration of Principles for Respect for Labour- and Human Rights

As an international group, DEKRA is aware of the social responsibility it has towards its employees and society. We respect and appreciate diversity in cultural, social, political, legal and national terms in our workforce and in the countries and societies in which we operate as a company. Within the company and in the supply chain, DEKRA is committed to promoting compliance with internationally applicable human rights and social standards, such as the guidelines and standards of the International Labor Organization (ILO), the Universal Declaration of Human Rights of the United Nations General Assembly (UNHCR) and the European Human Rights Conventions (ECHR).

DEKRA is committed to the following principles based on the ILO standards:

- DEKRA does not tolerate any form of discrimination or disadvantaging on the basis of gender, age, origin, race, skin color, nationality, religious or political conviction, sexual orientation or disability. DEKRA is strongly committed to the promotion of equal opportunities. DEKRA opposes all forms of coercion, physical punishment and other forms of impermissible intimidation and demands that all employees are treated with respect. (See ILO Conventions 100, 111, 159).
- DEKRA requires that the provision and guarantee of safe and healthy working conditions is ensured and that at least the relevant national standards are adhered to with regard to occupational health and safety. (See ILO Convention 155).
- DEKRA is committed to the prohibition of all forms of forced labor, slavery and human trafficking and is supporting the fight against them. (See ILO Conventions 29, 105).
- DEKRA rejects child labor and demands respect for the minimum age for admission to employment in accordance with the relevant national provisions and exclusion from any form of exploitative child labor. (See ILO Conventions 79, 138, 142, 182).
- DEKRA is committed to the right to adequate remuneration, which is based on the applicable legal regulations and the respective national labor market, and is striving to ensure compliance with the respective national regulations on working hours and regular paid holiday. (See ILO Conventions 1, 14, 26, 131).
- DEKRA supports the right to freedom of expression and privacy. DEKRA recognizes applicable legal regulations on freedom of association, co-determination and cooperation with employee representatives.
- DEKRA is committed to protecting its employees and the societies in which it operates from environmental pollution and climate-damaging emissions.

DEKRA ensures the group-wide communication of the Social Standards within the company. In the supply chain the requirements with regard to social standards are made effective by means of the General Terms and Conditions of Purchasing.

Through integration into the group-wide DEKRA compliance and risk management system, the identification of human rights impacts and risks in our value chain is systematically perceived and prioritized and expanded on a risk-related basis.

Internal standards and processes as well as preventive measures are implemented to minimize potential risks: These include the DEKRA Compliance Guidelines and corresponding Compliance Management processes, human rights-related supplier conditions and supply chain processes, internal training in human rights due diligence and active participation in human rights-specific stakeholder initiatives such as the “Social Compliance & Human Rights” working group of the Forum Compliance & Integrity (FCI).

The effectiveness of our standards, processes and measures is monitored by means of our internal risk processes and regular internal risk queries and analyses, as well as by means of demand- and risk-based audits as part of internal sustainability audits.

In the event of complaints and suspected cases relating to social standards and human rights, affected employees, business partners or other stakeholders can contact the relevant Compliance Reporting Office openly or optionally anonymously.

We make regular reports on human rights diligence issues available to our internal and external stakeholders in our sustainability reports and declarations of compliance.

DEKRA follows and complies with The Sustainability Code and reports according to its criteria with regard to social standards and human rights. We also support the UN Sustainable Development Goals (SDGs) in the context of social standards and human rights and strive to contribute to their achievement through our daily work. For example, through our expert services for safety to SDG3: Good Health and Well-being. This is also in line with our corporate vision of being “the global partner for a safe world”. We believe that safety is a fundamental prerequisite for sustainable development in society, economy and the environment.

The Management Board



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DEKRA e.V. and DEKRA SE,
CEO



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