

# Modern Slavery Statement

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## Commitment to Ethics and Integrity

The name of DRÄXLMAIER has stood for entrepreneurship for decades. A family history like that characterizes the ideas of generations and commits them to assume responsibility. Sustainable action was real at DRÄXLMAIER, even before the term became a trend. We consider responsibility for an independent family-owned enterprise as being the same as responsibility for a corporate family.

As one of the top 100 suppliers in the premium automobile industry, innovation for us is a prerequisite for being able to survive in the highly competitive market. But innovations are always created by people. For that reason, among other things, our focus is on people.

We operate in over 20 countries in the world. Therefore, we take cosmopolitanism and tolerance towards all people, cultures and religions for granted.

We are firmly convinced that the success of the organization is based on the competence and dedication of the workforce worldwide.

We have expressed our globally effective [Social Policy](#) in this spirit, not only to live up to the legal requirements, but also to express the values that we act out all over the world every day.

## UK Modern Slavery Act

DRÄXLMAIER is committed to adhere to laws and regulations dealing with fair labour conditions, human trafficking, exploitation of workforce and modern slavery on a global scale and to disclose the company's efforts to ascertain that products are manufactured under fair labour conditions through the supply chain.

The UK Modern Slavery Act requires enterprises doing business in the UK to publish a slavery and human trafficking statement every year explaining the enterprise's efforts to ensure that the enterprise avoids exploitation of employees as well as modern slavery and human trafficking in its own organization as well as in its supply chain.

DRÄXLMAIER being a supplier of individual electric and interior systems for premium automobiles on a worldwide scale operating in more than 20 countries is committed to manufacturing its products under fair working conditions.

DRÄXLMAIER has issued statutes and has implemented an internal global [Social Policy](#) to set standards for the enforcement of human rights including the prohibition of human trafficking throughout the company including compulsory trainings for relevant employees on the topic of a fair and respectable behavior.

In internal audits the DRÄXLMAIER Group reviews the adherence to the [Social Policy](#) including the prohibition of exploitation of employees, modern slavery and human trafficking.

Furthermore DRÄXLMAIER is in the process of implementing a complaint management system. It enables employees to report any violations of the group's policy anonymously. All violations will be investigated and documented.

DRÄXLMAIER is aware that fair labour conditions not only are an issue for the organization itself but social responsibility also includes a supply chain that adheres to laws and regulations as well as implementing strict rules to avoid exploitation of workforce in any way.

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## Evaluation and Verification of the Supply Chain

DRÄXLMAIER is in the process of designing an action plan to evaluate and address the risk within our supply chain in order to establish whether our direct product supply chain is tainted by child labor, slavery or human trafficking, in light of the specific circumstances of our operations. This assessment will segment our suppliers into a limited number of risk-weighted categories based on such factors as country of origin, type of product provided, publicly available information concerning the supplier's human rights record, reports of human rights organizations, the annual dollar value of purchases, and similar factors. We anticipate that this evaluation will be conducted by our own product sourcing personnel and not by a third party. However third party service providers or organizations (including NGOs) will be utilized if this helps to assess regional risks and/or enforce compliance.

We will most likely implement a standardized due diligence process including evaluation of the suppliers' endeavors to prevent a violation of labor laws which will include a fixed set of items to be assessed and evaluated.

We generally reserve the right to suspend or terminate any supplier who fails to comply with all applicable laws or to cooperate in any inspection of its facilities, subject to the opportunity to rectify the failure where appropriate.



Fritz Dräxmaier  
CEO & Chairman of the Executive Board