

Important ILO norms



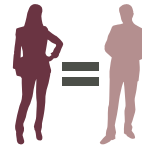
Prohibition of forced labor



Freedom of association



Right of collective bargaining



Equal pay



Prohibition of discrimination



Prohibition of child labor

Focus on human rights

Not only governments, but also industries and companies are responsible for protecting human rights. This is easier to demand than achieve. A look at a wide field of action.

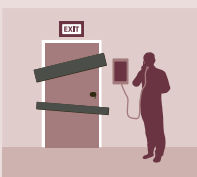
Text — Daniela Blaschke **Illustration** — Ole Häntzschel

Respect for and protection of human rights is a top priority at Volkswagen. But it cannot be denied that for a company with a deeply tiered supply chain, numerous production facilities, and sales activities in over 150 countries, due diligence remains a major challenge.

Various specialist departments at Volkswagen, as well as the General and Group Works Councils, participate in initiatives to strengthen human rights. The company also conducts specialized training and monitoring in this area. The establishment of a Management Board

department for Risk Management, Law, and Compliance is an important step toward synchronizing these efforts. Without uninterrupted processes and coordination, it is difficult to ensure human rights protection for those affected as well as for the company, which has no tolerance for violations in this complex area. There is a standardized process in Procurement (see below) intended to help resolve conflicts with suppliers in a spirit of partnership. However, if suppliers don't show a willingness to improve the situation, business relationships can be terminated. ◀

Supply chain: What happens in a suspected case



Reporting of violations



Ad-hoc expert team



Individual qualification



Checking off the tasks

Volkswagen initiatives



2016 Realignment of the ombudsman system within the purview of the Management Board functional responsibility 'Integrity and Legal Affairs'



50,000 visitors to the forced labor memorial at the Wolfsburg plant in 16 years



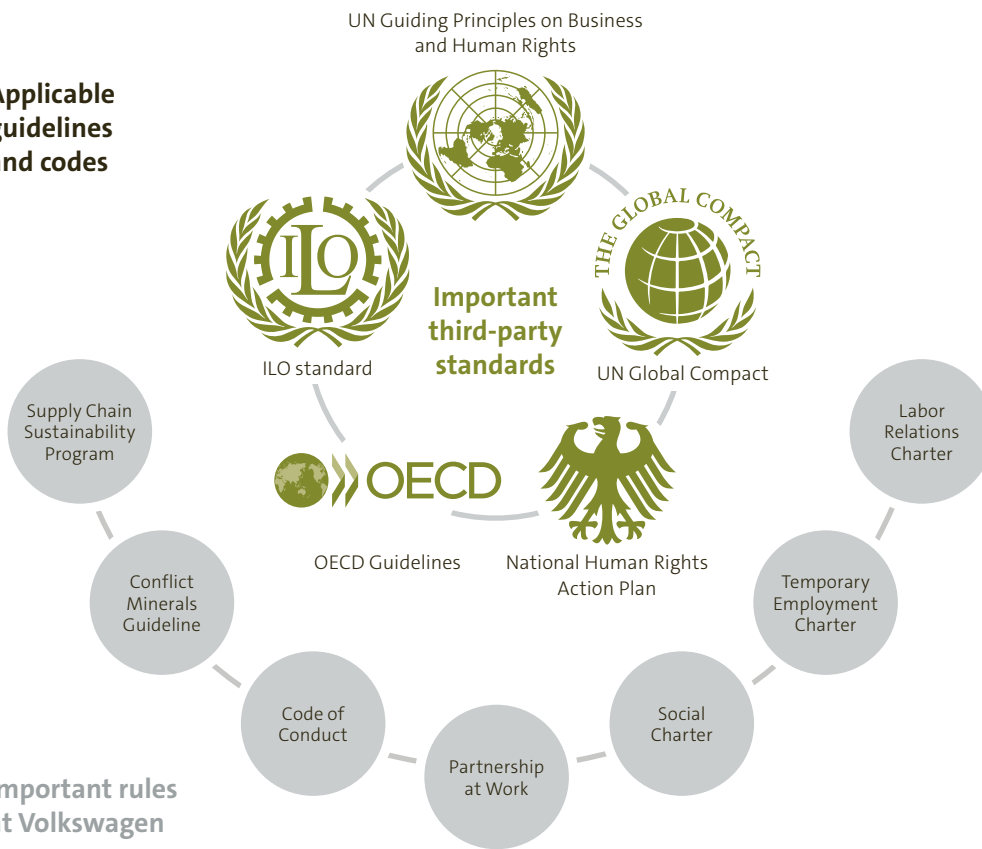
1980 First company in South Africa to recognize a black works council during apartheid



Investigation of possible human rights violations at VW do Brasil during the military dictatorship (1964–1985)

Applicable guidelines and codes

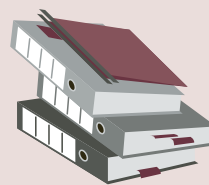
Important rules at Volkswagen



Goal: dialogue as partners



If the supplier is unwilling to improve...



42 cases were investigated in 2015



21 supplier relationships were terminated