

# Social Charter of VAIVA GmbH

VAIVA's vision is called Safe Mobility and our goal is to ensure safe mobility for all road users. We take a holistic approach in everything we do. This includes taking a clear stance on certain issues and taking responsibility. This is expressed in clear guidelines that are non-negotiable for us.

We attach great importance to fairness and respect. That's why discrimination and harassment are absolute taboos for us. All our employees have the right to a safe working environment and the freedom to express their opinions. Any kind of work that is performed under ethically questionable conditions, such as forced or child labor, is strongly condemned by us and will not be tolerated throughout our entire service provision and value chain. We handle remuneration and benefits fairly, transparently and equally. We ensure that our employees are adequately compensated and have access to benefits that improve their quality of life. We demand the same from all our business partners and suppliers.

In our work, we pay attention to compliance with the highest safety standards, and sustainability is of outstanding value. Occupational safety, health, fire protection and environmental protection are of the utmost importance to us. As a result, we ensure that our workplaces are safe and health-promoting, and that we minimize the environmental impact of our actions as best as possible.

Our democratic rights and obligations are very important to us and we support our employees in exercising them. We believe in the power of freedom of association and respect collective bargaining.

Freedom of conscience, opinion and religion are very important to us. Each and every one of us can and should express ourselves freely within the framework of the democratic basic order without fear of reprisals. Inhumane treatment, shameful behaviour and humiliation have no place with us. We condemn all forms of violence and are committed to ensuring that it does not take place.

Confidential information will also be treated as such. We do everything we can to keep our data safe. To ensure that our values and principles are adhered to, we rely on effective management systems. They help us to consistently implement our company policy and ensure that it is recognized and respected by all. All VAIVA employees ensure that grievances are actively and consistently recorded, analyzed and sustainably eliminated.

Gaimersheim, 28/05/2024

Location, Date



Ole Harms  
Managing Director, VAIVA GmbH