





Slavery and Human Trafficking Statement of Audi Business Innovation GmbH (2018 fiscal year)

This statement has been issued in accordance with Section 54 of the United Kingdom Modern Slavery Act 2015. It describes all implemented measures of Audi Business Innovation GmbH on preventing forms of modern slavery and human trafficking.

Preamble

In view of advancing globalization and increased interconnectedness, Audi Business Innovation GmbH is also cognizant of its global responsibility when it comes to defending human rights. For us, this responsibility does not end at our office doors; it extends well beyond them.



Organization

Audi Business Innovation GmbH is a company constituted under German law with headquarters in Ingolstadt, Germany. Audi Business Innovation GmbH was founded in 2013 by AUDI AG as a wholly-owned subsidiary, to re-think the core business. As a subsidiary of Audi AG, it is also part of the Volkswagen Group and is thus subject to the general legal requirements as well as the internal guidelines of the Volkswagen Group and AUDI AG.

Audi Business Innovation GmbH also holds 100 percent of the shares of Audi e-gas Betreibergesellschaft mbH. In turn, the latter has a 100 percent interest in Audi Industriegas GmbH. Through this direct controlling influence, Group management and governance are ensured through guidelines, channels of reporting and committees.

The business activity of Audi Business Innovation GmbH is primarily directed towards working together with specialists from different industries in interdisciplinary teams in order to re-shape the mobility of the future and to implement innovative business models. This extends beyond the car as product; the business activity of AUDI AG is also expanded by the digital services of Audi Business Innovation GmbH.

In response to the demands of tomorrow, innovative concepts, products and services are developed, implemented and operated along the interface between technology, digital business models and mobility. Further, Audi Business Innovation GmbH works in highly varied forms with external partners from the mobility sector.

With its four locations, the main presence of Audi Business Innovation GmbH is in Munich. Its digital mobility products, however, are offered throughout Germany as well as in other European countries.

Compliance with sustainability standards, including in the areas of human rights; occupational safety and health protection; environmental protection and anti-corruption is, for

Audi Business Innovation GmbH, the foundation of successful business activity. Only by working together with our business partners can we ensure compliance with sustainability standards and make a contribution to implementing the United Nations Sustainable Development Goals (SDGs).

Internal measures

Audi Business Innovation GmbH Code of Conduct

The Audi Group – and thus also Audi Business Innovation GmbH – updated its Code of Conduct in 2017 in line with the Volkswagen Group. It was adopted as a binding policy by all Audi Group brands by the end of 2017. The Code of Conduct is therefore identical across all brands and companies. It is permanently available to all employees on the intranet and also for third parties on the Internet and is continuously communicated in digital format and in print media as well as at internal company events. The Code of Conduct is based on common values and focuses on honest, morally correct and rule-compliant behavior as well as the issue of “responsibility.” Whether at the workplace, as a business partner or as a member of society, the Code of Conduct helps employees deal with the existing rules at the company and provides orientation, support and advice. The rejection of all forms of modern slavery and human trafficking is also a central tenet of the Code of Conduct for the Audi Group as well for Audi Business Innovation GmbH. Further, employees of the Audi Group act in compliance with the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the declarations of the International Labour Organization (ILO).

Audi Business Innovation GmbH Whistleblower System

The whistleblower system is responsible for receiving and processing reports of serious regulatory and legal violations. Violations of human rights are strong indicators of a



serious regulatory and legal violation. Employees, business partners and other third parties may report possible serious regulatory and legal violations committed by Group employees through various channels in the whistleblower system. These include telephone contact, an e-mail inbox as well as contacting ombudspersons. The specially protected e-mail inbox and the appointed ombudspersons ensure that reports can also be forwarded anonymously to the responsible compliance contact person. Information can be provided in all important Group languages and is treated as confidential. The main procedural principles and safeguards are the protection of both the whistleblower and the person implicated. Any retaliatory action against whistleblowers constitutes a serious regulatory violation and will not be tolerated.

Risk analysis

The established risk management process includes the quarterly risk process, the annual standard GRC process as well as the function of the Risk Officer. Risk assessments pertaining to human rights are conducted and the countermeasures taken in response are reported by the Group and the respective companies. The annual regular GRC process supports the recording of potential risks by means of a catalogue of risk topics, which also includes potential risks arising from the violation of human rights. Quarterly, annual

and ad-hoc reports are submitted to the Board of Management of Audi Business Innovation GmbH and to AUDI AG.

Employee qualification

By taking preventive measures, Audi Business Innovation GmbH promotes compliance with regulations and raises the compliance awareness of employees. Target-group-oriented communication and training measures for employees at every level of the hierarchy play a central role in this. In this reporting year, the communication and training activities primarily focused on the Code of Conduct and the whistleblower system.

For example, the obligatory training program for all new employees has been extended to all existing employees. The training sessions and courses are accompanied by communication measures.

As the software employees constitute a key interface to our business partners and service providers, all new employees are also made aware of sustainability issues. As part of this process, we ensure that our employees are familiar with internal systems and processes as well as the sustainability requirements we place on business partners and service providers so that they can report observed violations of our sustainability requirements to the responsible units.



Audi Business Innovation GmbH
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