



United Nations Global Compact
Progress Report 2020



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1 / Statement of support

Ladies and Gentlemen,

Vossloh is reporting here for the first time on the progress the company has made in the past twelve months in implementing the ten principles of the UN Global Compact. We have been actively participating in this initiative since January 2020 and want to illustrate our contribution to achieving the global sustainability goals.

Responsible economic, social and ecological action has long been an indispensable element of Vossloh's corporate culture; we have long followed the guiding principle of sustainable development. As a rail infrastructure company, we also operate in an industrial sector where sustainability is, so to speak, inherent in the system - rail is indisputably the most environmentally friendly mode of transport. At Vossloh, we are proud that we have been and are able to make significant contributions to this.

The COVID-19 pandemic was and is also associated with major challenges for Vossloh. It demands an enormous amount from our employees in particular. Nevertheless, or precisely because of this, sustainability has taken on an even higher priority at Vossloh over the past twelve months. After years of Group reorganization and extensive restructuring, we have strategically realigned our company. Sustainability plays a special role in our strategy for the future. It has now also been institutionalized organizationally in the Company through the creation of the new corporate department Sustainability, Health & Safety.

The motto of our current annual report is "Vossloh - enabling green mobility". Together with our partners and customers, we want to make more "green mobility" possible. And we want to position ourselves even more strongly than before as a company that operates sustainably. In doing so, we are also expressly committed to supporting the implementation of the ten principles of the UN Global Compact and to driving them forward as well as aligning our sustainable engagement with the Sustainable Development Goals.

A handwritten signature in blue ink, which appears to read "Oliver Schuster". The signature is fluid and cursive, written in a professional style.

Oliver Schuster,
Chief Executive Officer
Vossloh AG

2 / The Vossloh Group

Vossloh is a listed global rail technology group with a tradition going back more than 135 years. Its core business is rail infrastructure: the integrated offering for rail bound transport comprises unique, high-performance key products and complex systems, including rail fastening systems, concrete sleepers, switch systems and crossings, as well as innovative services covering the entire life cycle of the rail track.

Vossloh has customers in over 80 countries. The customers are public and private railway companies, rail network operators as well as regional and municipal transport operators. They expect safe, economical and environmentally compatible products and services from a single source. To this end, Vossloh can provide references worldwide for all applications, from heavy-load traffic to urban networks to high-speed lines.

Vossloh is managed according to the guiding principle of an integrated group. Under the operational management of Vossloh AG, the divisions operate closely networked in the market. The Vossloh Group is represented in 20 countries by fully consolidated companies and in 25 countries by its own sales offices. With an average of 3,482 employees, the Vossloh Group generated sales of €869.7 million in 2020.

As a rail technology company, Vossloh operates in an industrial sector for which the issue of sustainability is a high priority. Resources are to be used sparingly and emissions – in rail technology essentially CO₂ and noise emissions as well as water consumption - are to be kept at the lowest possible level or reduced even further through new technologies. In both local and long-distance transport, rail is one of the most environmentally com-

patible and at the same time safest modes of transport. With its products and services, Vossloh contributes to making the transport of people and goods as safe as possible while at the same time protecting the environment.

In addition to its activities that promote sustainability in the rail infrastructure market, Vossloh has a general commitment to fulfilling its social responsibility in its business activities. This includes the expectation that both the Company and its employees adhere to the applicable laws and act in an exemplary fashion at all times and in all scenarios.

At the end of 2020, the Executive Board and Supervisory Board of Vossloh AG adopted a revised corporate strategy in which sustainability is one of the central initiatives. The high priority given to this issue is reflected in the accelerated development of a Group-wide sustainability strategy among other things. For this purpose, the new central area of Sustainability, Health & Safety was created at Vossloh AG as of July 1, 2020. The head of this area reports directly to the Executive Board. The Sustainability, Health & Safety Committee was also newly created. This is made up of the heads of certain Vossloh AG departments together with the HSE (Health/Safety/Environment) officers of the business units. At present, Group-wide working, reporting, managing and decisionmaking structures for sustainability are being revised. This will put more focus on sustainability, both strategically and operationally, and refine responsibilities and processes.

More information on the topic of sustainability can be found at www.vossloh.com > **Investor Relations** > **Sustainability**.

SUSTAINABLE DEVELOPMENT GOALS

Vossloh and the global sustainability goals

By supporting the principles of the UN Global Compact, Vossloh is outlining its contribution to achieving the global Sustainable Development Goals (SDGs) by 2030. The Group focuses its commitment on the six of the total 17 SDGs that are particularly relevant to Vossloh's business activities (ordered according to the goal numbers, not according to their significance for the company):



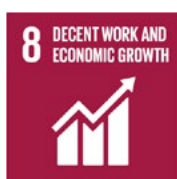
SDG 5:

Achieve gender equality and empower all women and girls



SDG 6:

Ensure availability and sustainable management of water and sanitation for all



SDG 8:

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



SDG 9:

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



SDG 12:

Ensure sustainable consumption and production patterns



SDG 13:

Take urgent action to combat climate change and its impacts

3 / Human rights

Principle 1:

Companies should ensure that international human rights are supported and protected.

Principle 2:

Companies should ensure that they are not complicit in human rights abuses.

Vossloh respects internationally recognized human rights in its business activities and works to ensure that its direct business partners also respect human rights.

Code of Conduct

Vossloh has laid down principles of conduct in writing in a Code of Conduct, which serves as a binding guideline and benchmark for the daily work of all company employees. Item 10 ("Protection of human and employee rights") states: "All employees shall respect internationally recognized human rights and support compliance with them."

The code of conduct is currently available in 15 languages. It was most recently completely revised and further developed in 2016. The standards of conduct set forth in the Code are binding worldwide for the Executive Board, the management boards, and all executives and employees within the Vossloh Group. Upon joining the company, each individual employee accepts the Vossloh Code of Conduct as binding by signing it. A whistleblower hotline is available in order for possible misconduct to be reported. No human rights violations were reported in the 2020 fiscal year (2019: also no reports).

With regard to its business partners, Vossloh has formulated under item 5 ("Cooperating with third parties") of the Code of Conduct, "that we expect our partners to apply similar standards to the ones we have established for ourselves. While we trust our partners, we still check and monitor on a case-by-case basis whether the activities they conduct for Vossloh are always fully compliant with the law."

To date, Vossloh has not reviewed its own locations or suppliers for compliance with the human rights clauses, as there were and are no indications of violations of this point of the Code of Conduct. Corresponding monitoring and assessment processes have not been established. The various Vossloh companies subject their suppliers and intermediaries to intensive incoming inspections before the first contract is signed. In the reporting period, there was also no reason for an audit of compliance with human rights.

There are no Company-wide specifications in place at Vossloh regarding the aspect of human rights when drawing up contracts and there is therefore no monitoring of this. More recent major partnership contracts such as joint venture agreements generally already include the Vossloh Code of Conduct and therefore also its human rights aspects as mandatory conduct rules. The same applies to contracts with intermediaries (e.g. commercial agents and distributors).

Occupational safety and health protection

The benchmark in occupational health and safety is the internationally recognized standard OHSAS 18001 (Occupational Health and Safety Assessment Series) or the successor standard ISO 45001. As of the end of 2020, over 76 percent of Vossloh employees were employed at units certified in accordance with OHSAS 18001 or ISO 45001. All certified units undergo the prescribed audits by independent external auditors.

With regard to accident prevention, a Group-wide occupational health and safety policy has been formulated that is binding for all companies and defines a vision of a zero-accident strategy. The Work Safety Committee, which has been in place since 2012, deals specifically with all issues of occupational safety throughout the Group; since March 2020, it has also been involved in the planning and management of measures to deal with the COVID-19 pandemic.

Workplace accidents throughout the Vossloh Group have been documented every month on the basis of uniform criteria, over and above what is required by law. The most important key performance indicators here are the lost time accident frequency rate (LTAFR, frequency of accidents with injury-related absence from work) and lost time accident severity rate (LTASR, severity of accidents with loss of working hours due to injury). Accidents resulting in lost time due to an employee's ill health are immediately reported directly to the Executive Board. In order to further reduce workplace accidents and further develop the culture of safety, the Work Safety Committee, the Group Works Council and the new Sustainability, Health & Safety area cooperate closely.

Workplace accidents (Vossloh Group)	2020	2019
Lost Time Accidents (LTA) ¹	102.0	112.0
Lost Time Accident Frequency Rate (LTAFR) ²	16.2	16.0
Lost Time Accident Severity Rate (LTASR) ³	2.6	2.9

¹ Accidents involving injury-related lost time of at least 1 hour.

² Frequency of accidents involving injury-related lost time of at least 1 hour, measured in the number of workplace accidents in relation to the cumulative actual work time, based on 1 million hours worked.

³ Severity of accidents involving injury-related lost time of at least 1 hour, measured in the duration of lost time in relation to the cumulative actual work time, based on 1,000 hours worked.

Prevention is a matter of importance to Vossloh in order to stop workplace accidents from happening in the first place. This includes regular conduct-based safety inspections, regular safety instruction and training for all the staff, online training sessions on safety-relevant subjects, the provision of comprehensive protective equipment, safety markings at the various workstations, and awareness campaigns. Raising even greater awareness of safety issues among all employees and minimizing potential risks are the goals of the SAFE+ app, which was developed by the Work Safety Committee in 2020.

If employees have to travel internationally for their work for Vossloh, they can make use of the Group's travel security management system. They will then receive comprehensive support with regard to medical and safety aspects of their trip as well as precautions for possible emergencies. The company's Travel Security Managers and worldwide Assistance Centers, in addition to a service provider's assistance app, are available for this purpose. In the Duty of Care Award competition, which recognizes initiatives for safer travel by Company employees, Vossloh was shortlisted in 2019 for the best-practice examples for this service.

In addition to the measures for a safe working environment, Vossloh offers its employees opportunities for health prevention and promotion. This includes workplace ergonomics, driver safety training and company medical care, as well as making fruit available on a daily basis, nutritional counselling, company sports (including jogging groups and yoga courses), help quitting smoking, and preventive measures (including skin cancer screening, flu vaccinations, health screening and health tips).

4 / Labor standards

Principle 3:

Companies should respect the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4:

Companies should work to eliminate all forms of forced labor.

Principle 5:

Companies should advocate the abolition of child labor.

Principle 6:

Companies should advocate the elimination of discrimination in employment and at work.

In its Code of Conduct, Vossloh clearly commits to Principles 3 to 6 of the UN Global Compact:

- *"We respect our Employees' rights, at all our locations, to establish trade unions or bodies of employee representation based on democratic principles within the scope of applicable law." (Item 10)*
- *"We strictly reject any form of forced labor or child labor." (Item 10)*
- *"As an international enterprise, we stand for diversity, tolerance and equal opportunities." (Item 8)*

Employee representation

At Vossloh, European and Group Works Councils represent employee interests. For Vossloh's Executive Board, close cooperation with employee representatives based on trust is an essential component and proven practice of corporate governance. The European and Group Works Councils, the Executive Board and Corporate Human Resources (HR) regularly exchange views, discuss opportunities for improvement and jointly take up new topics.

Labor conditions

Vossloh attaches great importance to fair labor conditions. Fair remuneration, additional company benefits (above and beyond the statutory and/or tariff-based arrangements), a safe work environment and the preservation of the health of the employees are essential issues. Adherence to local laws and standards (for example, minimum wage or fundamental labor law conditions) is an integral part of Vossloh's compliance obligations.

No child labor

To minimize the risk of child labor, Vossloh, as a rule, does not employ anyone under the age of 14 or 15 (depending on the legal provisions in the different countries). In addition, the majority of Vossloh's production facilities are located in Europe. Employees under the age of 18 are usually apprentices. The instructors responsible for them are duty-bound to observe all the relevant labor law and occupational safety rules and provisions. A whistleblower hotline is available in order for possible misconduct to be reported. No violations were reported in the reporting period.

Diversity and inclusion

Vossloh is fundamentally committed to promoting equal opportunities in the workplace, such as in the sensitization of managers, in the selection of employees for high-potential programs or recruitment for open positions, as well as part of its HR policy focusing on life phases. In the Customized Modules division, the "All on track" initiative that was launched in 2019 is having an impact but was only able to implement a part of its planned activities due to the COVID-19 pandemic. The network actively engages for more diversity and especially more women in the workforce. The French Vossloh sites also participate in the nationwide TREMLIN initiative (translated: springboard; abbreviation for TRansport EMPLOi INnovation). It aims to reduce the shortage of skilled workers in the transport and logistics industry by encouraging and promoting applications from people with disabilities.

In 2020, the Group Works Council and Corporate HR Learning & Development developed a diversity and inclusion policy for Vossloh. The working group was part of a joint initiative from Human Resources and the Groups Work Council in connection with the "Work and Family" certification, which Vossloh successfully completed in 2019. The audit represents an important milestone in further improving the work-life balance for employees of the German Vossloh companies. The instruments range from flexible working hours, flextime, part-time and parental leave models to mobile working, personal sabbaticals, childcare and care support services as well as the conversion of bonus payments into free time for the family.

5 / Environmental protection

Principle 7:

Companies should follow the precautionary principle when dealing with environmental problems.

Principle 8:

Companies should take initiatives to promote greater environmental awareness.

Principle 9:

Companies should accelerate the development and dissemination of environmentally friendly technologies.

Vossloh is aware of its responsibility towards our environment. Item 17 of the Code of Conduct states: "When developing new products, providing services, or operating production plants, we devote our attention to keeping the impact on the environment and climate as low as possible and to ensuring that our products make a positive contribution to protecting the environment and climate. "All Vossloh companies have set a goal for themselves of using natural resources responsibly and sparingly. Vossloh aims to achieve climate neutrality in Europe by 2030 in the categories of scope 1 (direct emissions from the combustion of fossil fuels for heating and mobility) and scope 2 (indirect emissions caused by purchased electricity).

In order to achieve its environmental and climate protection goals, the company strives to constantly optimise its processes and structures. Most of Vossloh's production sites are certified to ISO 14001 and have an environmental management system. Environmental officers have been appointed in the Group companies and a corresponding report system has been put in place. At the reporting date December 31, 2020, approximately 72 percent of the Vossloh workforce was employed at a unit with ISO 14001 certification.

Dealing with resources

Material consumption and disposal quantities are recorded and monitored in the individual units; a uniform waste and hazardous substances management system is being set up. Vossloh units use safe disposal methods that are separated according to waste types; the selected waste management companies are then reviewed regularly. Where it is technically possible and practical, closed material life cycles and reprocessing plans reduce the consumption of valuable new raw materials such as fresh water to a minimum. Recycling is becoming increasingly important in a

greater number of production areas. Economically viable recycling programs and processes ensure that the amount of waste ultimately sent to landfill sites is steadily on the decline. Downcycling can also be a way to extend the lifecycle of the material.

Energy consumption

All the Vossloh divisions have been making targeted investments to reduce energy consumption and boost energy efficiency for years, such as by switching to LED technology for its lighting. A number of production sites use waste heat from production; renewable energies are used, for example from the company's own photovoltaic and solar thermal systems.

Small changes also contribute to the steady reduction of Vossloh's ecological footprint, such as the orientation of the vehicle fleet towards vehicles with low carbon emissions or participation in initiatives such as "Clean Advantage™", which offsets greenhouse gas emissions from the use of company cars by investing in reforestation, alternative energy or biomass projects, among other things. Employees of Vossloh's German companies are encouraged to use rail for business trips; frequent travellers can obtain a Bahncard Business.

Vossloh determines the consumption of the main energy sources and the climate-relevant carbon emissions as relevant key figures for each financial year. In 2020, temporary factory closures and production cutbacks at various locations as well as home offices due to the COVID-19 pandemic had a reducing effect on the company's carbon-relevant energy consumption.

MWh (Vossloh Group)	2020	2019
Gas consumption	72,268.5	105,957.6
Electricity consumption	64,175.1	68,678.0
District heating consumption	4,384.2	4,376.2

Liters (Vossloh Group)	2020	2019
Heating oil consumption	228,862.0	292,695.1
Fuel consumption ¹	828,094.1	1,073,495.8

¹ This includes the fuel consumption of Vossloh's vehicle fleet.

The amount of Vossloh's carbon and greenhouse gas (GHG) emissions was determined on the basis of the Greenhouse Gas Protocol in the categories of scope 1 (direct emissions from the combustion of fossil fuels for heating and mobility) and scope 2 (indirect emissions caused by purchased electricity).

t CO ₂ equivalents, scope 1 (Vossloh Group)	2020	2019
Gas consumption	13,289.4	19,482.4
Heating oil consumption	581.4	743.6
Fuel consumption	2,064.8	2,725.9
Scope 1	15,935.6	22,952.0

t CO ₂ equivalents, scope 2 (Vossloh Group)	2020	2019
Electricity consumption	27,622.6	28,697.5
District heating consumption	1,315.3	1,684.7
Scope 2	28,937.9	30,382.2

Vossloh does not yet have sufficient data with which to ascertain the greenhouse gas emissions relating to the upstream and downstream areas (scope 3).

Water consumption

Used water is reprocessed in our own plants and returned to the operating process, particularly in production areas that require a substantial amount of water. In some cases, the production units work with closed water circuits. At all of its sites, Vossloh disposes of wastewater via the respective public sewage systems. Process water that is heavily contaminated during production is first treated in our own wastewater treatment plants in such a way that it (at least) meets the discharge standards of the public systems.

The following table illustrates the Vossloh Group's water requirements as determined by the water meters:

m ³ (Vossloh Group)	2020	2019
Water consumption	177,553.1	145,145.6

Contribution to environmentally friendly mobility

Under the motto "enabling green mobility," Vossloh offers products and services that support additional utilization of environmentally friendly rail transport. Specifically, the goal is to increase the availability of existing rail lines and enable disruption-free operation while reducing lifecycle costs for the infrastructure. The Group supplies long-lasting components for rail infrastructure and constantly develops these components further by using innovative materials and designs. Vossloh's rail track maintenance services, both damage repair and damage prevention, allow rail operators to increase transport capacity. At the same time, the digital services offered by Vossloh to continuously monitor the condition of rail infrastructure with sensors enable a significant increase in the efficiency of track maintenance. Another focus at Vossloh is on solutions for reducing vibration and noise caused by rail traffic.

Reducing the noise caused by rail traffic and improving track acoustics have been a focus of Vossloh's research and development work for years. The Company offers suitable products and services in all divisions that can reduce rail noise on a sustainable basis. Examples are the *cellentic* components and rail fastening systems with a high plastic content that dampen structure-borne noise, so called whisper switches, and rail machining technologies (grinding, milling) for restoring a smooth and therefore "quiet" surface. The rail and switch processing machinery can achieve noise reduction of up to 10 dB(A) by precisely removing material. The machines themselves also operate quietly. The Multi Purpose Milling (MPM) compact milling machine, for example, generates noise measuring less than 78 dB(A) during operation, so that residents are not disturbed even during a night shift. For comparison, on a quiet residential street, the noise level is roughly 40 dB(A); a car going 50 km/h reaches a volume of 70 dB(A).

6 / Preventing corruption

Principle 10:

Companies should work to avoid all forms of corruption, including extortion and bribery

Preventing violations of the law of any kind, in particular corruption and anticompetitive behavior, is a key concern of the Vossloh Executive Board for the entire Group. Six items in the Code of Conduct provide clear guidelines for conduct in the business environment:

- *Compliance with the law: "Compliance with all applicable law takes top priority for Vossloh. Every Employee must observe any legal rule or regulation that affects their activities."*
- *Fair and free competition: "Vossloh endorses the rules of fair and free competition. (...) Any kind of anti-competitive conduct is strictly prohibited. (...) Any violation is subject to severe penalties and fines (...)."*
- *Prohibition of corruption: "Vossloh will not tolerate any form of corruption. Providing third parties with undue advantages is strictly prohibited. This prohibition applies without exception or limitation (...)."*
- *Avoiding conflicts of interest: "Business decisions taken on behalf of Vossloh may not be influenced by one's personal interests or relationships."*
- *International trade and export control: "We comply with all applicable export and import restrictions imposed through national or international law and all requirements for related approvals applicable to our products and services."*
- *Prevention of money laundering: "Vossloh does not participate in any kind of money laundering activity and fulfills its obligations regarding the prevention of money laundering."*

Vossloh's position is also clearly summarized in the Executive Board's Compliance Commitment: "Compliance with the law has absolute priority over closing a deal or achieving internal targets. We would rather forgo a business opportunity than violate the law. We will not tolerate any violation of the law or of our internal guidelines and policies and will sanction any such behavior (zero tolerance policy)."

Compliance

The Executive Board of the Vossloh Group has established a Compliance-Management-System (CMS). The Vossloh Group's Rules of Procedure of the Compliance Organization govern the Compliance Organization, the assignment of responsibilities to officeholders and the reporting duties of all the different company levels. The Compliance Organization comprises the Chief Compliance Officer (supported by a Compliance Office), the Group Compliance Committee at Vossloh AG, compliance officers and compliance committees within the business units and local compliance officers within the operating companies.

The Compliance-Management-System is designed to identify compliance violation risks and to minimize these risks through appropriate measures. In a risk stocktaking update conducted in 2016 with external assistance, bribery in business dealings and violations of competition law were identified as the central compliance risks. The Compliance-Management-System addresses these risks and minimizes them with the help of suitable processes and measures. A renewed update of the risk inventory decided and planned for 2020 had to be postponed due to the COVID-19 pandemic.

Compliance audits are performed – usually with the assistance of external audit firms – in order to verify that the Compliance-Management-System rules are being adhered to within the individual operating units. These are performed both ad hoc and without there being any specific suspicions. In 2020, no physical compliance audits (2019: three) were conducted Group-wide due to the COVID-19 pandemic and the associated travel restrictions. Instead, the three compliance audits that were decided and planned for 2020 were postponed to 2021. However, compliance issues were also audited as part of the internal audit process.

Vossloh regularly has its Compliance-Management-System reviewed by external experts and asks them to make recommendations regarding its further development and improvement. The most recent review took place in 2017; the audit report has been published on www.vossloh.com under "Corporate Governance" > "Compliance" in the "Investor Relations" section.

Vossloh's Compliance-Management-System is based on the Vossloh Code of Conduct. There are also guidelines on the prevention of corruption, conduct compliant with antitrust law and the bringing in of intermediaries as well as data protection guidelines, export control guidelines and insider guidelines.

Compliance as part of business activities constitutes part of regular classroom training held at all Vossloh companies. In 2020, Vossloh conducted compliance training around the world for a total of 309 participants (2019: 1,063 participants). The significant decrease in training compared to the previous year can be explained by the fact that on-site classroom training was practically not or hardly possible due to the COVID-19 pandemic. This was partially compensated for with virtual training courses which, however, cannot reach all employees; Experience also tells us that virtual training is not as effective or instructive.

Compliance training is also provided in the form of e-learning. In addition to the basic module "Code of Conduct – Compliance Basics", there are modules focusing on competition law and anti-corruption as well as a "refresher" module on anticorruption, competition law and foreign trade law. All new employees are gradually taken through the e-Learning program. The Local Compliance Officers systematically record the employees' attendance and send them reminders to attend, if need be. As of December 31, 2020, the training rate stood at 96.4 percent (2019: 95.9 percent).

Since early 2017, Vossloh has maintained a Group-wide register of associations as part of its Compliance- Management-System, in which all company and private memberships in industry associations are recorded.

Vossloh set up a whistle-blower hotline with an international law firm. In addition to the option of contacting the Compliance Officer directly, this allows company employees and external persons the opportunity to report possible misconduct to an independent external contact (ombudsperson) in their native language. The whistleblower hotline has so far been set up for 24 countries. As such, the main regions and the languages spoken within the Vossloh Group are essentially covered. Vossloh systematically looks into every report of conduct that is potentially illegal or against the rules. The ombudspersons were contacted on five occasions in 2020 (2019: six occasions)

Export Control Policy

Vossloh has also taken special precautions to ensure compliance with foreign trade regulations, notably export control and embargo legislation. The framework requirements of this policy are supplemented by more extensive regulations in the form of work and organizational instructions, process descriptions, etc. The policy states that each operational unit must appoint an Export Officer and a Trade Compliance Officer (TCO). In cooperation with the respective HR departments, they develop training concepts and ensure that all employees working in areas relevant to foreign trade receive the appropriate training.

Specifications for suppliers and service providers

Vossloh also expects its suppliers and service providers to act in accordance with the rules and demonstrate lawful conduct. This is verified and controlled in specific cases as well as on an ad hoc basis. Binding Group-wide "Guidelines on the Involvement of Intermediaries" apply to business dealings with commercial agents, agencies, distributors and consultants in the sales area. Their purpose is to prevent the risk of unfair practices on the part of contracted third parties and to minimize the risks for Vossloh and its employees.

7 / Summary of the implementation of the Global Compact principles

The following table provides an overview of voluntary commitments, mission statements and management systems that help Vossloh integrate the principles of the UN Global Compact into its business processes:

UN Global Compact principle		Vossloh's statements, guidelines and management systems
Human rights		
1	Companies should ensure that international human rights are supported and protected.	<ul style="list-style-type: none"> • Vossloh Code of Conduct • Group-wide occupational safety policy • Group-wide travel security management • Occupational health management at Vossloh companies • Group-wide privacy policy as per GDPR
2	Companies should ensure that they are not complicit in human rights abuses.	
Labor standards		
3	Companies should respect the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> • Vossloh Code of Conduct • Corporate Compliance Commitment • Group-wide Compliance-Management-System • Group-wide diversity and inclusion policy in development • "All on Track" initiative in the Customized Modules division
4	Companies should work to eliminate all forms of forced labor.	
5	Companies should advocate the abolition of child labor.	
6	Companies should advocate the elimination of discrimination in employment and at work.	
Environmental protection		
7	Companies should follow the precautionary principle when dealing with environmental problems.	<ul style="list-style-type: none"> • Vossloh Code of Conduct • Environmental management at Vossloh companies • Waste and hazardous materials management at Vossloh companies • Quality management at Vossloh companies
8	Companies should take initiatives to promote greater environmental awareness.	
9	Companies should accelerate the development and dissemination of environmentally friendly technologies.	
Preventing corruption		
10	Companies should work to avoid all forms of corruption, including extortion and bribery.	<ul style="list-style-type: none"> • Vossloh Code of Conduct • Corporate Compliance Commitment • Group-wide Compliance-Management-System • Group-wide embargo and export control policy • Group-wide policy on the use of intermediaries

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