



## VOLVO CAR GROUP SLAVERY AND HUMAN TRAFFICKING STATEMENT

Volvo Car AB and its subsidiaries ("Volvo Car Group", hereinafter also referred to as "Volvo Cars") respect and work in line with internationally proclaimed human rights principles and ensure that the company does not abuse any part of such principles.

Outlined in our People policy, in our Code of Conduct and our Code of Conduct for Business partners, our commitment to human rights includes the following: non-discrimination and equal opportunities, no child labour, no forced labour, freedom of association and collective bargaining, as well as ensuring the health and safety of our employees.

Forced labour, including debt bondage, trafficking and other forms of modern slavery is not accepted in any of Volvo Cars' businesses. We do not engage in, or support the use of forced labour, nor shall any employee be required to deposit identity papers at the start of employment.

Volvo Cars is a signatory to the UN Global Compact since 2000. In additions to this Volvo Cars' Code of Conduct stands as a general endorsement of the following human rights frameworks and charters:

- The eight core conventions of the UN agency, ILO (International Labour Org):
  - Child Labour (138 and 182),
  - Forced Labour and Compulsory Labour (29 and 105),
  - Equal Remuneration and Discrimination (100 and 111),
  - Freedom of Association and Collective Bargaining (87 and 98)
- The Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- OECD Guidelines for Multinational Companies.

Volvo Cars is a holder of ISO 9001 and 14001 certificates and holds a SMETA (Sedex Member Ethical Trade Audit) Responsible Sourcing Audit certificate from SEDEX (Supplier Ethical Data Exchange) since 2013 and renewed in 2016.

### **People Policy assessment, in-line with UNGP on Business & Human Rights**

In 2017, Volvo Cars conducted the first phase of a "People Policy Assessment" together with independent external experts. The purpose of this initiative is to assess both the potential and actual human rights impacts of our global manufacturing sites on all the people either working on the sites (including onsite contractors and service providers) or living in the nearby community. This assessment has so far covered our plants in APAC and the remaining plants will be completed in 2018. We report more details regarding our "People Policy Assessment" in our [Annual Report](#).



### **Expectations on our Business Partners**

At Volvo Cars we are committed to responsible business, wherever we operate, and we rely on the same level of commitment from our business partners. We insist that our business partners not only communicate the principles of our Code of Conduct for Business partners to their employees and subcontractors, but also ensure that their employees and subcontractors respect them. In doing so, we are seeking to ensure that everyone associated with Volvo Cars demonstrates integrity, responsibility and trust. Our business partners, their employees and subcontractors must – at all times – comply with our Code for Conduct for Business partners or similar principles, with all applicable laws and regulations and with their contractual obligations to Volvo Cars.

### **Social requirements on suppliers**

Volvo Cars' sustainability requirements on suppliers are formulated in our Terms and Conditions for suppliers and our Code of Conduct for Business partners.

### **Ensuring supplier compliance**

Requirements on our suppliers are communicated through Volvo Cars' Supplier Portal. The legal documents and requirements are also distributed as part of the sourcing process. To manage the environmental and social responsibility of its supply chain, Volvo Cars work with evaluations, self-assessments tools and audits of its supplier base. We report more details regarding our value chain management in our [Annual Report](#).

### **Training**

We regularly conduct internal training on our Code of Conduct, including both face to face and web-based training. Further, newly hired employees in the Procurement department have gone through the Procurement Introduction training, including social and environmental responsibility information. For Procurement employees who perform Supplier Evaluations, we have added Specific Supplier Evaluation training including a part on risks for Modern slavery and Human trafficking. Moreover, employees from Volvo Cars Procurement have participated in Social Responsibility training.

### **Industry collaborations and networks**

To the extent it is legally allowed, Volvo Cars works actively with industry peers and organisations to achieve a more sustainable supply chain for the automotive industry as a whole. The collaboration Drive Sustainability consists of several automotive manufacturers working together – in addition to their own efforts – to enhance sustainability in their supply chains. The working group believes in the benefits of a common approach and common messages towards suppliers in the area of sustainability, i.e. training and other activities. Volvo Cars participate and invite suppliers to Sustainability events and trainings organized by this group.

Volvo Cars has a LEAD Global Compact status and is an active participant in UN Global Compact *Decent Work in Global Supply Chains Action Platform*. The Action Platform aims to build an alliance of companies committed to take action to advance decent work in the supply chain; facilitate learning and knowledge sharing; mobilize collective action and create a business-led advocacy effort.



### Grievance mechanisms

Everyone working at, or with, Volvo Cars should be comfortable raising questions or concerns about ethical issues or cases of non-compliance. We support a culture of openness, integrity and accountability. Volvo Cars offers the possibility to report serious violations of our Code of Conduct via the [Tell-us reporting line](#) where employees and others can submit reports confidentially and anonymously.

Volvo Car Group

A blue ink signature of Håkan Samuelsson, written in a cursive style, positioned above a horizontal dashed line.

Håkan Samuelsson  
President and CEO

A blue ink signature of Maria Hemberg, written in a cursive style, positioned above a horizontal dashed line.

Maria Hemberg  
General Counsel, SVP Group Legal &  
Corporate Governance