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Preamble

VTXRM Software Factory anchors fundamental social rights and principles with this declaration as part of its corporate policy. The proactive management of current global challenges is a decisive factor for VTXRM in safeguarding international competitiveness and a prerequisite for ensuring good working conditions.

VTXRM Software Factory is committed to fulfilling the social responsibilities that accompany its status as a global company. Recognizing that sustained economic success is only possible if ecological and, above all, social issues are taken into account at the same time, VTXRM and its employees address the associated challenges collectively. Safeguarding the future of VTXRM together with its workforce takes place in a spirit of cooperative conflict management and social commitment based on and with the goal of ensuring economic and technological competitiveness. Economic efficiency and job protection are equal-ranking and shared goals.

VTXRM Software Factory is especially committed to its corporate human rights responsibilities and acknowledges the following international conventions and declarations while also reaffirming its support for the associated contents and principles. These include:

- The Universal Declaration of Human Rights, codified in particular in the International Covenant on Civil and Political Rights and in the International Covenant on Economic, Social and Cultural Rights (in addition to other applicable human rights treaties under international law, for example the UN Convention on the Rights of the Child)
- The ILO core labor standards;
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the ILO;
- The ten principles of the UN Global Compact;
- The UN Guiding Principles on Business and Human Rights;
- The OECD Guidelines for Multinational Enterprises;

This declaration explicitly highlights principles of central importance for shaping our corporate responsibility, especially our duty of diligence with respect to human rights. This includes the international standards mentioned above as well as respective national laws. Furthermore, VTXRM Software Factory proactively advocates the promotion of human rights, primarily in the context of social projects with human rights relevance.

This declaration provides a binding basis for social and industrial relations within VTXRM. It also serves as a benchmark for shaping relationships with suppliers and other business partners. The resulting requirements,

expectations and escalation mechanisms are defined and enshrined in special business processes in accordance with the guidelines for implementing this declaration. The specific expectations regarding suppliers arising from this declaration are defined in the Code of Conduct for Business Partners. This policy must be recognized by all suppliers prior to the commencement of the business relationship.

This declaration likewise forms the basis for dialog with further internal and external stakeholders as well as local communities in the business proximity and environment.

Scope

The principles and objectives set out below are realized with due regard for and in compliance with the applicable laws in the different countries and locations. In cases where national requirements fall short of the self-imposed standards, VTXRM promotes the advancement of the following principles and objectives.

Principles and objectives

No forced labor

VTXRM rejects forced labor and all forms of modern slavery including human trafficking. This includes, in particular, work carried out involuntarily by people due to intimidation, penalty or threat of being disadvantaged (e.g. debt slavery or involuntary prison labor). Employment relationships are based on voluntary participation and can be terminated at any time by the employees of their own free will and within a reasonable period of notice.

No discrimination and no harassment

VTXRM rejects all forms of discrimination, harassment or unwarranted disadvantage. VTXRM is committed to equal opportunities and equal treatment and promotes an atmosphere of mutual respect and diversity in which employees are chosen, hired and promoted only based on their suitability, qualifications and abilities. VTXRM is committed to ensuring a healthy work-life balance and fulfills the requirements to achieve this.

VTXRM is committed to cultural diversity and respects the rights of ethnic, religious or comparable minorities and promotes teamwork characterized by mutual respect.

VTXRM respects and protects the rights of vulnerable groups, such as expectant mothers, people with disabilities, migrants, elderly employees as well as indigenous peoples.

VTXRM does not tolerate any form of harassment, either sexual or moral. This applies, in particular, to violence and harassment in the working environment, which occurs during, in relation to or as a result of work being carried out. The signatories are therefore of the opinion that preventing and prohibiting such behavior using suitable measures is imperative and a prerequisite for ensuring well-being at work.

No child labor and protection of young workers

Child labor is prohibited.

The minimum age for acceptance for employment is determined according to the standards of the International Labor Organization and the requirements for prohibition of hazardous child labor.

Compensation and benefits

The compensation and benefits paid or received for a normal work week correspond at least to the legally valid and guaranteed national minimum. In case legal or collective bargaining regulations do not exist, branch-specific tariff compensation and benefits are used as an orientation that are customary to the respective location and ensure an appropriate standard of living for the employees and their families.

VTXRM recognizes the principle of equal pay for work of equal value, especially between different genders.

Work Hours

VTXRM recognizes the principle that work hours must correspond at least to the respective national legal requirements or to the minimum standards of the respective national economic sectors. VTXRM promotes social and societal dialog where possible based on collective bargaining in order to ensure that work hours are humane and compatible with health.

Occupational, health and fire safety and environmental protection

VTXRM recognizes the importance of occupational, health and fire safety and environmental protection and is committed to creating a safe working environment and ensuring healthy employment conditions in accordance with applicable international standards. In this respect, it ensures occupational, health and fire safety at the workplace at no cost for employees at least in the context of the relevant national regulations and in harmony with the requirements of the corresponding Compliance Management System. VTXRM will take appropriate (e.g. technical, organizational or personal) protective measures in this respect and ensure

as well as track their compliance and continuous enhancement using the existing management systems and in cooperation with the social partners. The same applies to corporate environmental protection measures. In its environmental mission statement and policy, VTXRM commits itself to environmentally compatible actions and prudent use of resources in all of its activities.

Protection of confidential information

VTXRM is committed to protecting personal data and protecting confidential information. At the same time, VTXRM is aware of the major importance of data, for example for digital business models. At the same time, this implies responsible use of data.

The collection, storage, processing and other use of personal data requires the consent of the data subject, a contractual regulation or some other legal basis.

Protecting the freedom of conscience, expression and religion

VTXRM respects the right to freedom of conscience, expression, and religion. In cases where these rights are subject to state restrictions, it advocates societal dialog.

Protection of bodily integrity, ban on torture

VTXRM considers that the protection of bodily integrity is of primary importance and uses appropriate measures in a company context and as part of its duty of care to ensure adequate safeguarding of this legally protected right.

VTXRM acknowledges its past and its historical responsibility and respects international human rights in this context.

Any involvement including complicity or involvement in kidnappings, torture, killings or such acts is strictly repudiated.

Use of management systems for implementing this declaration

The observance and realization of the principles and objectives set out in this declaration are tracked by using the existing and risk-exposure-driven compliance management systems, which are benchmarked in regard to recognized standards.

The content-based design and orientation of these existing management systems are described in greater detail in dedicated guidelines for implementing this declaration. The local implementation is tasked to the regionally responsible employee at the respective site.

Within VTXRM, respective measures for the implementation of this declaration are derived from applicable laws and company rules in close collaboration with the employee representations. In particular, this applies to measures involving training and communication.

Lisbon, 30/09/2022

By VTXRM Software Factory Management,

Version History

Version	Date	Change
V1.0	2022/09/30	Release