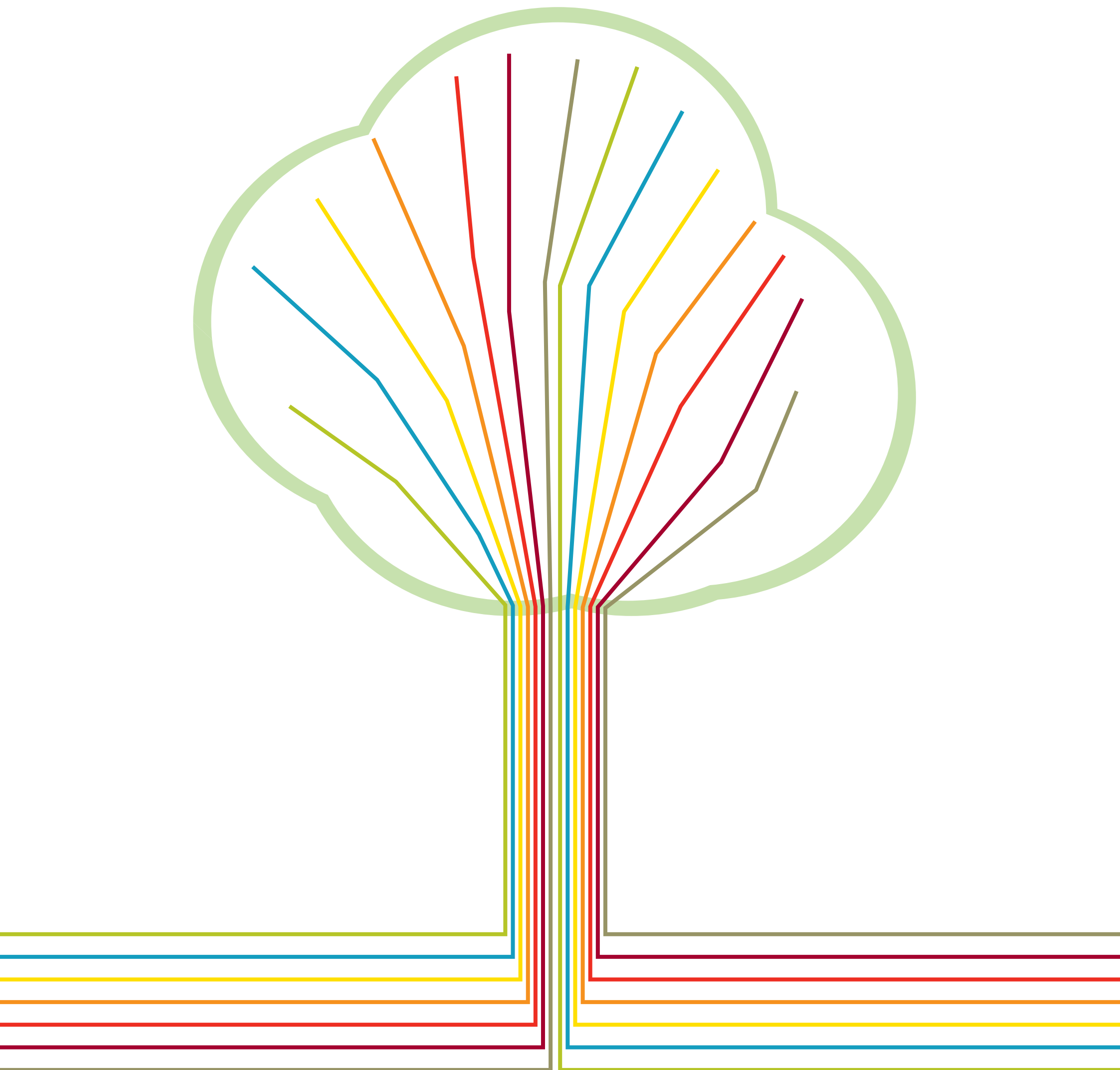


SUSTAINABILITY PLCY



Sustainability Policy

HEALTH AND SAFETY

GETRAG's first priority is the physical integrity of all our stakeholders (e.g. employees, supplier, visitors), and we are therefore committed to apply zero tolerance to occupational health and safety hazards in order to secure the health and safety of individuals. We create and maintain an excellent, safe and ergonomic working environment.

ENVIRONMENTAL PROTECTION

The Company is committed to ensure the responsible use of natural resources and the prevention and reduction of negative environmental impacts like emissions, energy and water consumption, or waste generation, and not to endanger the environment.

FOCUS ON SUSTAINABILITY

GETRAG designs and manufactures its products and purchases its materials and services with a strong focus on sustainability.

COMPLIANCE AND TRANSPARENCY

The Company is committed to comply with legal or similar other requirements in the respective countries and to be fully transparent in this regard as a minimum standard, although the company will always seek to exceed the standard.

We respect – besides others - the following frameworks and charters:

- UN Universal Declaration of Human Rights
- ILO Fundamental Conventions
- ILO Declaration on Fundamental Principles and Rights at work
- OECD Guidelines for Multinational Enterprises

Accountability and Transparency of this policy are ensured through regular audits, governmental controls, management reviews and sustainability reports.

CONTINUOUS IMPROVEMENT

The Company is committed to continuously improve the environmental performance, energy efficiency, occupational health and safety, and social responsibility. We are committed to implement, maintain and continuously improve our certified Management System at all locations with special regards to social responsibility, environment, energy, occupational health and safety.

TRAINING AND AWARENESS

The Company is committed to involve, inform and train our employees, our business partners and relevant service providers.

HUMAN RIGHTS

We respect the dignity of every human being and support the compliance with internationally recognized human rights. We reject all forms of physical, sexual, psychological or verbal abuse of our employees. We respect the freedom of opinion and expression.

RIGHTS OF CHILDREN

We condemn child labor and respect the rights of children. We comply with the applicable laws and regulations regarding the minimum age for admission to employment or work.

PROTECTION AGAINST DISCRIMINATION AND OTHER HANDICAPS

Our conduct with each other is characterized by respect and tolerance, and is free of discrimination or harassment due to gender, race, ethnic, national or social origin, age, religion, political or sexual orientation, physical or mental disability or other characteristics protected under law. Tolerance and equal opportunity are prerequisites to a pleasant work environment. The opportunities of our employees depend exclusively on their performance, capabilities and competences depending on the requirements of their respective working place.

FAIR WORKING CONDITIONS

Our remuneration and social benefits apply at least to international, national and local legal requirements or respective agreements. We comply with all applicable legal requirements regarding working hours and vacation.

FREE CHOICE OF EMPLOYMENT

We reject any kind of forced labor and respect the principle of freely chosen employment.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We recognize and respect our employees' right to associate freely. We will work constructively with recognized representatives to facilitate the interests of our employees. Within the framework of respective legal regulations we respect the right to collective bargaining for disputes settlement in regards to working conditions, and work together in a constructive manner with mutual confidence and respect.

RELATIONSHIP WITH OUR STAKEHOLDERS

We respect, consider and respond to the interests of our stakeholders. We are committed to involve and inform our stakeholders in striving towards better social responsibility, environmental protection, energy efficiency and occupational health and safety.

IMPLEMENTATION AND RESPONSIBILITIES

Responsibility for the implementation of the Sustainability Policy lies with the senior management of the company's divisions and locations. Every employee is responsible to follow this policy and actively contribute to its success.

We encourage our business partners throughout our supply chain to adapt and enforce similar requirements and policies. We seek to identify and utilize business partners who aspire in the conduct of their business to standards that are consistent with these principles.

Employees who believe that there may have been a violation of this policy should report it through established channels which vary by region. We will take appropriate actions to follow up these reports. No retaliatory actions will be taken against any employee who makes such a report or cooperates in an investigation of such a violation reported by someone else.