



Responsible Value Chain Commitments

Dear Readers,

At Continental we develop pioneering technologies and services for sustainable and connected mobility of people and their goods. Since 1871 we offer safe, efficient, intelligent, and affordable solutions for vehicles, machines, traffic, and transportation. People are not only in focus of our solutions, but also in focus of all our activities in relation to our suppliers, our own operations, and our customers. Therefore, our ambition is to source and manufacture products and provide services that are free of any human and environmental rights violations.

Human and environmental rights imply that, without exceptions, every human being has the right to live in dignity and to be treated equally. We are clearly committed to respecting human rights and the core labor standards of the International Labour Organization in accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines. We expect from all our Business Partners to respect human rights and are convinced that we can only be successful when embracing our responsibility towards human rights.

Consistent with our sustainability ambition to create a responsible value chain by no later than 2050, we have established a comprehensive Due Diligence System that is guided by our Responsible Value Chain (RVC) Commitments. These were developed in consultation with diverse stakeholders to enable our fundamental beliefs and ambitions to create a positive impact for society, ecology, and economy. We understand the implementation of the RVC Commitments as a responsibility that requires support of each and every one of us - we count on your support.



Ariane Reinhart

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Labor Standards

No child labor

Continental firmly rejects any form of child labor and specifically respects the standards of the International Labor Organization. Continental does not employ people under the age of 15 or under the age at which compulsory schooling ends or under the applicable country's minimum age for employment, whichever is greatest. Furthermore, young workers under the age of 18 need to be treated with special diligence and should not perform work that is likely to jeopardize their health, safety, and/or development.

Fair payment

At Continental, compensation paid to workers shall comply with all applicable wage laws and regulations, including those relating to minimum wages, living wages, overtime hours, and legally mandated benefits. In compliance with local laws and regulations, workers shall be compensated for overtime in a reasonable way. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

Equal treatment

Continental commits to creating a working environment free from any form of discrimination based on gender, age, race, skin color, health status, disability, social or ethnic origin, nationality, sexual orientation, political opinion, religion or belief, or any other characteristics protected by applicable laws and regulations. Furthermore, workers shall be provided with reasonable accommodation for religious practices, where relevant. In particular, equal work shall be compensated with equal pay.

No forced labor & modern slavery

Continental firmly rejects any form of forced labor, modern slavery, debt bondage, trafficking, or any other form of labor not conducted voluntarily or non-compliant with the International Labor Organization's standards. This includes any form of oppression in the vicinity of the workplace, be it economically or of any other kind. Workers must be provided with documented employment terms or an offer of employment in a language the person should be able to understand. Migrant workers need to be treated with special diligence and shall receive the relevant work-related information prior to their departure from their country of origin and must always have access and full control over their identity or immigration documents.

Freedom of association

Continental respects the freedom of association of all workers who have a right to the freedom of association and representation of their interests through elected representatives. They are free to form or join trade unions in conformance with the applicable laws and regulations. They must not be discriminated due to their relationship with trade unions or elected representatives. In conformance with the applicable laws and regulations, elected representatives and trade unions are free to operate. This includes collective bargaining and strikes for the regulation of working conditions.

Working conditions (incl. working time)

At Continental work organization especially regarding working time must comply at least with the applicable laws and regulations. Continental commits to preventing physical and mental fatigue through avoidance of excessive working hours. Therefore, except in emergency or unusual situations, an average workweek typically should not be more than 60 hours per week (including overtime) and workers shall be allowed at least one day off every seven days. Scheduling of overtime must be done at least in accordance with applicable laws and regulations.

Health & safety

Health & safety

Occupational safety and health are integral parts of Continental's responsibility to respect the physical and mental integrity of workers. Based on a systematic and preventive management approach, we consequently prevent work-related injury and ill health, and provide safe and healthy workplaces. This includes the creation of appropriate working conditions, prevention of excessive physical and mental fatigue, responsible handling of hazardous materials and further effective preventive measures such as trainings and instruction of workers. We comply with applicable laws and obligations regarding safety & health.

Mercury

Continental commits to responsibly handle mercury. This includes handling of mercury, mercury compounds, mercury-added products and mercury waste according to the Minamata Convention on Mercury and its amendments.

Persistent organic pollutants

Continental commits to responsibly handle persistent organic pollutants, following the Stockholm Convention on Persistent Organic Pollutants (POPs) and its amendments.

Security practices

Responsible security practices

Continental is committed to respecting human rights and to ensure sufficient instructions and establish appropriate control mechanisms when contracting or using own, private or public security forces. This especially includes the prohibition of contracting or using private or public security forces for the protection of an enterprise's

project when it is likely that - due to a lack of instructions or control - these security forces will disregard human rights, use torture and/or cruel, inhumane or degrading treatment, violate the right of physical integrity, or impair the freedom of association.

Environment

Environmental impacts

Continental strives to prevent harmful environmental impacts such as emissions to soil, air, water, as well as waste and noise generation and excessive water consumption, especially in order to not impact people's health and physical needs. We comply with applicable laws and regulations regarding environmental protection.

Waste handling

Continental applies the waste hierarchy (prevent, reuse, recycle, recover) for waste whenever possible. Continental operates a waste management system to responsibly handle hazardous and non-hazardous waste. With our business partners we ensure that transboundary movements of hazardous wastes and their disposal are controlled according to the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their disposal. We comply with applicable laws and regulations regarding waste handling.

Land Rights

Land rights

Continental respects legitimate land rights during the entire real estate life cycle, in the acquisition, development, operation, or other use of land, forests, and waters, especially wherever these secure the livelihood of people. Thereby any unlawful eviction, taking, and usage of land, forests, and waters must be prevented.

Supply Chain

Supply chain

Continental collaborates with its business partners to foster respecting adequate standards throughout the value chain. Continental expects its suppliers to respect human and environmental rights as referenced in the RVC Commitments and applicable laws. Furthermore, Continental's suppliers are required to implement adequate due diligence processes.

These are dedicated to identify, prevent, and mitigate risks of negative impacts on human and environmental rights in their operations and supply chains, including appropriate grievance mechanisms and reporting. Continental is committed to support its business partners and especially its suppliers, e.g., through but not limited to adequate monitoring systems, corrective action plans, and trainings.