

## International Social Policy

In view of the company's growing international presence, Axel Springer AG has adopted a catalogue of social standards. This International Social Policy is a binding guideline for social integrity and applies to all the company's activities throughout the world.

### Preamble

Axel Springer is an internationally operating media company.

The core business of Axel Springer is information and entertainment disseminated in newspapers, magazines and in digital media.

The central values of our corporate culture are creativity, integrity and entrepreneurship.

Our work is focused on people: readers, business associates, shareholders and our employees.

Motivated, competent employees produce good products. The quality of our products provides the basis for our company's economic independence and its future.

Social responsibility in our company management has always been of major importance for Axel Springer AG.

The company is distinguished not only by good corporate governance but also undertakes to comply with internationally recognised social standards.

### 1. Human Rights

Axel Springer acknowledges and supports the United Nations' "Universal Declaration of Human Rights" and does not tolerate any behaviour that disregards it.

### 2. Compliance with the Law

Axel Springer observes the laws and ordinances of countries in which the company operates as well as the principles of its International Social Policy.

### **3. Child Protection**

Axel Springer does not accept the illegal employment of children or young people – either within its own company or by its business associates. The legal employment of children and young people must also not be detrimental to their physical and mental development.

### **4. Treatment of Employees**

Axel Springer is committed to treating every employee with dignity and respect and to ensuring that he/she can work in an environment that is free from physical restrictions and sexual, psychological or verbal harassment. All indications of infringements will be investigated – subject to the protection of the interests of victims and witnesses.

### **5. Equality of Opportunity**

Axel Springer offers equality of opportunity to every member of staff.

In this connection ethnic origin, skin colour, sex, age, marital status, disability, religion, nationality, sexual orientation or social background is immaterial.

We expect our staff to declare their belief in democratic principles and to tolerate people with differing opinions.

### **6. Right of Association**

Axel Springer respects the right of its employees to create an association to represent their rights and to join this and participate in it actively.

The company works with the employees' associations fairly, constructively and in a spirit of trust.

### **7. Health and Safety**

At all its places of work, Axel Springer will take such measures as required to avoid accidents and damages to health.

The company expects its staff to comply with the rules on health and safety at work.

### **8. Wages and Welfare Benefits**

Axel Springer pays wages and salaries and grant welfare benefits that at least match the relevant national statutory minimum standards.

## **9. Employee Qualification**

Within the context of its operational requirements, Axel Springer assists in developing the professional capabilities of its employees through suitable education and training measures.

## **10. Work/Family Balance**

Within the context of its operational requirements, Axel Springer supports its staff in balancing their professional and private interests and, in particular, in achieving an appropriate work/family balance and complies with statutory requirements.

## **11. Cooperation based on Trust**

Axel Springer expects integrity, loyalty and cooperation based on trust from its staff. Our actions are characterised by respect for the opinion of others and fairness in dealing with each other.

## **12. Expectations of our Business Associates**

Axel Springer expects its suppliers to comply with the following principles described above:

1. Human Rights
2. Compliance with the Law
3. Child Protection
4. Treatment of Employees
5. Equality of Opportunity
6. Right of Association
7. Health and Safety at Work
8. Wages and Welfare Benefits