

## ABOUT THIS STATEMENT

This Modern Slavery Statement is made under the Modern Slavery Act 2015 (“**Modern Slavery Act**”) and sets out the actions taken by Volvo Car UK Limited (Company No. 2281044) and Care by Volvo Car UK Limited (Company No. 11734379) (together “**Volvo Car UK**”) to assess and address the modern slavery risks in its operations and supply chains during the financial year ended 31 December 2021. Volvo Car UK, are companies incorporated in the UK, subsidiaries of the Volvo Car Group<sup>1</sup>, headquartered in Gothenburg, Sweden and listed on the Nasdaq Stockholm Stock Exchange.

This statement has been prepared by Volvo Car UK under the Modern Slavery Act and supplements the longstanding commitment that the wider Volvo Car Group has with respect to ethical business conduct.

We are proud of the work that we are doing to identify and mitigate the risk of modern slavery from occurring in our business or supply chains, but recognise there is still work to be done.

**Our commitment:**  
foster strong ethical leadership and ensure responsible business is part of  
our company culture

**A new global people standard**  
Be an industry role model for global people standards, equality and labour rights.

**Responsible sourcing**  
Aiming at building one of the most responsible supply chains in the industry

**Sustainable financing**  
Choose financing opportunities that lead to a positive impact on our shared  
environment and society.

## KEY ACTIONS TAKEN SINCE LAST STATEMENT

During FY21, the Volvo Car Group is proud to have introduced enhanced supplier due diligence systems and processes to increase supply chain transparency to better identify risks of modern slavery arising in its supply chain. These enhanced systems and processes have included:

- Mapping and GAP-analysis of due diligence procedures (described further below); and
- Expanding the usage of the traceability solution to more key materials to improve traceability throughout the supply chain, which is a key element for securing responsible sourcing (described further below).

## OUR OPERATIONS ARE TRULY GLOBAL

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<sup>1</sup> “**Volvo Car Group**” means Volvo Car AB and its subsidiaries (i.e. all persons and entities directly or indirectly controlled by Volvo Car AB, where control may be by management authority, equity interest or otherwise).

Volvo Car UK forms part of the Volvo Car Group, which is a global organisation. While our roots are decidedly Swedish, we have manufacturing, research and design operations in Europe, Asia and the Americas and a wide range of suppliers located throughout the world. The Volvo Car Group designs, develops, manufactures and sells a range of premium cars and services. Recognised for our design, safety and technological innovations, our cars are designed and developed by award-winning teams at design centres in Sweden, China and the US.

We have a global presence, with sales in over 100 countries, including the UK.

## OUR UK OPERATIONS AND SUPPLY CHAIN

Volvo Car UK markets and distributes Volvo Car products in the UK. Volvo Car UK has no active entities which it owns or controls.

We sell, repair and maintain Volvo Cars' products directly and through approved third party partners including third party retailers, mechanics and engineers, financial partners and insurance companies. We provide all business partners with the [Volvo Cars Code of Conduct for Business Partners](#) which sets out our expectations and principles for third parties (described further below). Knowledge of the Code of Conduct for Business Partners is assessed as part of our standard retailer audits.

Volvo Car Corporation (**Volvo Cars**) import Volvo Car products into the UK. No products are manufactured by Volvo Car UK in the UK. The Volvo Car Group manages the procurement of products and services from third parties connected to the manufacturing and distribution of Volvo Cars' products, which end up for sale to consumers in the UK. Volvo Car UK relies on Volvo Cars to ensure that third party suppliers meet the Volvo Car Group's high ethical standards and undertakes assessments to ensure business partners are compliant.

Locally, Volvo Car UK has implemented processes requiring local business partners to comply with the law and meet Volvo Car's standards of ethical business conduct. Many of our suppliers and third party retailers are large companies with established social governance policies, including in relation to modern slavery, which affords Volvo Car UK some assurance in engaging in those commercial relationships.

Details on the steps that Volvo Car UK and Volvo Cars takes to address modern slavery risk in its supply chain are set out below.

## RISKS OF MODERN SLAVERY IN OUR SUPPLY CHAINS

As a subsidiary of a global company with complex supply chains, Volvo Car UK acknowledges that challenges connected to our operations exist. Modern slavery risk covers a broad range of practices and includes slavery, debt bondage, forced labour, child labour, forced marriage and other exploitative practices including wage theft, abuse and suppression of freedom of association.

In our work to secure responsible sourcing we take a risk-based approach. Based on this approach, we have enhanced our due diligence efforts for suppliers located in high-risk countries (discussed further below). Moreover, with our shift to electrification, we acknowledge the ethical, social and environmental risks (including modern slavery) connected to the extraction, processing, trade and transportation of the raw materials needed for the production of EV batteries (e.g. cobalt, nickel, lithium). Tin, tantalum, tungsten and gold – also known as '3TG' or 'conflict minerals'<sup>2</sup> – are other raw materials used in components in our cars, which in some cases are related to negative impacts on people and planet, including modern slavery. To prevent and mitigate these risks, we have implemented due diligence efforts for these supply chains (discussed further below).

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<sup>2</sup> "Conflict minerals" i.e. tin, tantalum, tungsten and gold (3TG) from the Democratic Republic of the Congo or its nine adjoining countries as well as other minerals from conflict-affected and high-risk areas.

The Volvo Car Group acknowledges that due diligence is an ongoing, proactive, and reactive process and that information and risk monitoring systems will progressively be improved over time as a result from constructive engagement with suppliers and other stakeholders.

There is also the risk that modern slavery can occur more locally, closer to home. Volvo Car UK is aware and remains vigilant about the increased risk connected to other vulnerable groups such as base-skilled workers engaged by our business partners in UK.

## OUR APPROACH TOWARDS SUBCONTRACTING

Subcontracting by our suppliers is a usual practice in the manufacturing and automotive industry. Volvo Cars manages subcontracting by imposing rules for subcontracting in its contracts with suppliers. The terms include a requirement that subcontractors accept Our Code of Conduct for Business Partners, follow the same terms as Volvo Cars has agreed with suppliers and includes the right to audit any subcontractor. Volvo Cars continuously seeks improvements on its ability to monitor its entire supply chain.

At Volvo Car UK we manage this by permitting subcontracting, subject to our consent and subject to any subcontractor also agreeing to Our Code of Conduct for Business Partners and ensuring we have the right to audit any subcontractor.

## SUSTAINABILITY STRATEGY

We are a human-centric company and our company's purpose is providing freedom to move in a personal, sustainable and safe way. Our brand is for people who care about other people and the world around us. This is the core of our business and of our approach to sustainability.

Our sustainability strategy focuses on three areas: climate action, circular economy and ethical & responsible business. By working towards climate neutrality, embracing the circular economy and conducting business responsibly, we help the planet, contribute to a fairer and more equal society as well as support our profitable growth. Our commitment to responsible and sustainable business is supported by our commitment to ethical leadership and is embedded in the way we act as a company, as an employer, as an employee and as a member of the wider community. As part of this Sustainability Framework any form of modern slavery, forced work through mental or physical threat, child labour or human trafficking is not acceptable to the Volvo Car Group.

## WE CARE ABOUT PEOPLE

The Volvo brand has been carefully built for over 90 years and is closely associated with a focus on people, sustainability and safety. We take pride in our role within society and we are committed to respecting and promoting human rights, including children's rights.

In 2000, Volvo Cars became a founding member of the United Nations Global Compact (**Global Compact**) and we are committed to the ten principles articulated in the Global Compact. Our commitment against modern slavery and forced labour is supported at the Board Level of Volvo Car Group, and specifically highlighted in *Our Code – How We Act*:

*“As a company, we are particularly committed to fighting against modern slavery and forced labour, as well as protecting children rights”.*

This commitment is echoed by the management of Volvo Car UK.

## OUR CODE – HOW WE ACT

[Our Code– How We Act \(“Our Code”\)](#) describes the commitments and principles that apply to all legal entities in the Volvo Car Group, including Volvo Car UK. Everyone working for these entities has the responsibility to follow these commitments and principles.

All employees and companies are expected to read and understand the Code, act with integrity and in line with the principles in the Code, as well as other corporate policies and directives. Volvo Car UK is committed to ensuring that it also complies with Our Code.

Volvo Cars has implemented 12 corporate policies, which reflect our strong commitment to responsible business. These policies contain the minimum requirements that apply to all employees<sup>3</sup> of the Volvo Car Group in their daily work. For the purposes of this Statement, the Code includes our People Policy outlining Volvo Cars’ position on human rights, including:

- non-discrimination and equal opportunities;
- no modern slavery;
- no child labour;
- no forced labour;
- freedom of association and collective bargaining; and
- ensuring the health and safety of employees.

Our Code, together with our People Policy, articulate our 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); and
  - Freedom of Association and Collective Bargaining (87 and 98);
- The Universal Declaration of Human Rights;
- UN Convention on the Rights of the Child;
- UN Guiding Principles on Business and Human Rights (“**UNGPs**”); and
- OECD Guidelines for Multinational Companies.

## RECOGNITION OF OUR COMMITMENT TO BEING A GOOD CORPORATE CITIZEN

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<sup>3</sup> For purposes of this document, the notion of “Employees” includes: (i) all Volvo Cars employees, regardless of function, position or location, whether working full-time or part-time, under a permanent contract or on a temporary basis, as well as (ii) consultants and agency personnel who work at Volvo Cars premises or under the direction of Volvo Cars; and (iii) the members of the Volvo Car AB Board of Directors

In recognition of the steps taken and commitment to people, sustainability and safety, Volvo Cars has for the first time received a Sustainability Award Bronze in the 2021 Corporate Sustainability Assessment (CSA) by ratings provider S&P Global, known for its highly stringent sustainability ratings. A Bronze rating places Volvo Cars among the top 10% best performing automotive companies for environmental, social and corporate governance (from approx. 7,500 assessed)

Moreover, for the fourth consecutive year, Volvo Cars has received the highest rating for its sustainability performance from EcoVadis, a leading provider of corporate sustainability assessments for global supply chains. Our Platinum Status places us in the top 1 per cent of the 75,000 companies assessed.

## WE ASSESS THE IMPACT OF OUR OPERATIONS

Volvo Car UK does not undertake any manufacturing operations, and is responsible for marketing and distribution only. Volvo Car UK purchases most of its products and services from Volvo Cars.

Globally, in 2017 Volvo Cars introduced the People Policy Assessment. This project follows the UNGPs, and included onsite interviews with potentially affected rights-holders, with the purpose of assessing potential human rights impacts of our global manufacturing sites. The assessment focused on the impact on people working at Volvo Cars' manufacturing sites globally (including onsite contractors and service providers) and living in nearby communities. The assessments identified improvement opportunities and proposed actions to be implemented to manage the risk of adverse human rights impacts. Following the assessments, the actions have continuously been monitored and followed.

### Focus of improvement in 2021: Mapping and GAP-analysis of Due Diligence Procedures

Building on the experience from the People Policy Assessments and other lessons learned, the Volvo Car Group focused its efforts in 2021 to initiate a project to continue the implementation of our commitment to the UNGPs. Significant efforts were put into mapping all relevant internal and external due diligence activities currently carried out with the purpose to identify gaps and improvement areas.

The project will continue in 2022, with the purpose of ensuring that we have adequate procedures in line with the UNGPs in place and that we efficiently manage the human rights risks related to our operations and value chain. In addition, the project aims at ensuring that we have tools, competencies and processes needed for coming regulatory requirements that are expected to be introduced in the European Union.

### Focus of improvement in 2022: Framework for Assessment

We recognise that mechanisms to evaluate our work are key to effectively monitoring and managing risks within our supply chains. We are aiming to develop a framework to enable Volvo Car Group to assess the effectiveness of actions to assess and address modern slavery risks on a global level.

## OUR BUSINESS PARTNERS MUST ALSO CARE ABOUT PEOPLE

The Volvo Car Group is committed to responsible business, wherever we operate, and we rely on that same level of commitment from our business partners. Sustainability requirements are an integrated part of our agreements with our business partners, including those agreements entered into by Volvo Car UK. When we talk about business partners, we mean any person or entity (including its directors, officers and employees) that Volvo Cars does business with, such as

- organisations that supply goods or services to Volvo Cars;
- retailers that sell Volvo Cars products and services to customers; and
- representatives who conduct business on Volvo Cars' behalf.

Building on Our Code, Volvo Cars developed a [Code of Conduct for Business Partners](#) which sets out our expectations and principles for third parties working with us, including:

- protecting working conditions and human rights;
- caring for the environment; and
- doing business with integrity.

The Code of Conduct for Business Partners includes requirements based on internationally recognized principles, supported by Volvo Cars, such as:

- internationally proclaimed human rights conventions such as the International Bill of Human Rights, the eight core conventions of the International Labour Organization and Article 32 of the United Nations Convention on the Rights of the Child, as well as the United Nations Guiding Principles on Business and Human Rights; and
- the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions and the OECD Guidelines for Multinational Enterprises.

When it comes to people, as our business partners directly or indirectly represent the Volvo brand, we expect them to:

- provide their employees with working conditions that are in line with international labour standards, such as the eight core conventions of the International Labour Organization;
- respect and promote internationally proclaimed principles for human rights, including children's rights; and
- adhere to and respect the International Labour Organization standards.

By introducing these requirements to our business partners, the Volvo Car Group seeks to ensure that everyone associated with Volvo Cars demonstrates integrity, responsibility and trust, and that the people who make our products and components, sell our vehicles or provide services, are treated with dignity and respect.

There may be instances when the principles set forth in Our Code of Conduct for Business Partners differ from local law or customs in a country. If that is the case, and local law or customs impose higher standards than those set out in Our Code of Conduct for Business Partners, local law and customs should always apply. On the other hand, if Our Code of Conduct for Business Partners provides for a higher standard then it should prevail, unless this results in illegal activity.

## CONSEQUENCES OF VIOLATION

The Code of Conduct is a prerequisite for doing business with Volvo Cars. The Volvo Car Group, including Volvo Car UK take breaches of Our Code of Conduct for Business Partners seriously. Business partners understand that a breach of the Code of Conduct for Business Partners can have serious consequences, up to and including the end of our business relationship.

## SHAPING SUSTAINABLE SUPPLY CHAINS

### HOW WE WORK WITH SUPPLIERS TO MITIGATE RISKS OF MODERN SLAVERY

Through Volvo Cars' supplier onboarding and management process, suppliers are made aware of:

- the Code of Conduct for Business Partners ;
- relevant legal documents; and
- requirements as a part of our sourcing process

Suppliers must meet the requirements and implement systematic management of all areas, including ensuring that employees and sub-suppliers respect the principles.

As part of the Volvo Car Group's wider processes, Volvo Car UK has the benefit of several tools to identify and verify social and environmental compliance with our requirements. Below are a few examples of how the tools have been used by the Volvo Car Group:

- Prior to entering into business with Volvo Cars and during our business relationship, suppliers in risk countries are screened, in the areas of trade sanctions and corruption. The screening process also covers other areas such as violations of human rights.
- Our direct and directed tier two supplier sites (of parts and components), are annually assessed via the Responsible Business Alliance (RBA, see below) [Risk Assessment Platform](#) (which includes forced labour as one parameter).
- Suppliers receiving a high-risk score in the RBA risk screening are audited by a third party (in accordance with to the [RBA Validated Assessment Program](#)). In addition, all new first tier (and directed tier two) supplier sites based in high-risk countries (according to RBA's risk map, including e.g. China and Mexico), are to conduct an audit prior start of production to verify compliance. Since 2015, the Volvo Car Group has performed 182 sustainability audits amongst our Tier 1 and directed sub-tier suppliers. As of 2021, the Volvo Car Group has addressed approximately 94 per cent of the improvement findings identified in the audit programme. We are continuing to work to address the remaining findings in close collaboration with our suppliers.
- All new direct material suppliers are conducting a [Self-Assessment Questionnaire](#), developed within the collaboration platform Drive Sustainability (see below) as part of the sourcing process. The questionnaire covers areas such as business ethics, human rights and responsible sourcing. All answers are validated by an external assessor and based on the SAQ evaluation the supplier can receive recommendations on how to improve. The assessment is conducted biannually for existing suppliers.

## OUR APPROACH TOWARDS METAL AND MINERAL SOURCING

The Volvo Car Group is committed to the responsible sourcing of metals and minerals used in the operation of our business and the manufacture of our products. For this reason, we are conducting enhanced due diligence within this area.

### RAW MATERIALS USED IN BATTERIES

Supply chains are dynamic and one of the tools to securing responsible sourcing is to create enhanced traceability throughout the supply chain. For this reason, we are implementing [a traceability solution](#) for battery raw materials. This will assist us to identify direct and indirect suppliers in our supply chain and to establish chain of custody from mine to car. In addition, suppliers included in these supply chains are subject to third party audits according to the OECD Due Diligence Guidance for Responsible Supply Chains of

Minerals from Conflict-Affected and High-Risk Area – to help ensure that the materials within our batteries are responsibly sourced.

Volvo Cars is implementing the traceability solution on cobalt as well as mica insulation sheets and is working to expand the technology to lithium and nickel.

#### CONFLICT MINERALS

We require suppliers to only use tin, tungsten, tantalum and gold from ‘conflict-free’ smelters<sup>4</sup>. We regularly request, collect, and analyse due diligence data in a standardized format, [Conflict Minerals Reporting Template \(CMRT\)](#), from suppliers and request them to remove non-conformant smelters from their supply chains. In addition, we annually conduct independent OECD-aligned audits among suppliers and follow up on risk mitigation action plans to address adverse impacts. It is Volvo Cars’ ambition to only source 3TG material from suppliers who use smelters validated by the [Responsible Mineral Initiative](#) to be conformant and to comply with the OECD’s Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas. This expectation extends to our business partners and suppliers. For more details see [Volvo Cars Position on responsible sourcing of metals and minerals](#). The use of traceability technology enables us to have insight into sub-suppliers in the EV battery supply chains and to enhance compliance with our requirements - including through audits.

#### COLLABORATING WITH THE INDUSTRY

Where possible, Volvo Cars works with industry peers and organisations to achieve a more sustainable supply chain for the industry as a whole. Volvo Cars is proud to be a founding member of the UN Global Compact in 2000. Since then, Volvo Cars has endeavoured to observe the ten universally accepted principles of the Global Compact in the areas of human rights, labour, environment and anti-corruption.

Volvo Cars is a member of the [Responsible Business Alliance](#) (RBA), the world’s largest industry coalition dedicated to corporate social responsibility in global supply chains with the purpose to drive change, exchange best practices and to get access to tools used to secure responsible sourcing. We are also an active member of [Drive Sustainability](#). Through this platform, we work with other automotive manufacturers to enhance sustainability in our supply chains. We participate and invite our suppliers to sustainability events and trainings organised by both RBA and Drive Sustainability.

#### GROUP TRAINING PROGRAMS

Volvo Car Group has developed, and continues to develop, training programs that touch on modern slavery risks.

Volvo Car Group regularly conducts internal training on Our Code, including face to face and web-based training. In addition, in 2021, training on human rights due diligence was conducted for a cross functional team as part of the project to map existing due diligence activities and prepare for upcoming legal requirements (see above). Training & awareness on human rights will be a key focus of this project in 2022.

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<sup>4</sup> Validated to be conformant with the [Responsible Minerals Assurance Process \(RMAP\) standard](#) through an independent third party assessment of smelter/refiner management systems and sourcing practices for responsible mineral procurement

We have implemented the following specialised programs:

- Newly hired employees within procurement receive introduction training, including ethical and responsible sourcing
- Procurement professionals are offered access to a wide range of digital trainings in sustainability, including ethical and responsible business
- New leaders receive training on our People Policy, which includes a section on modern slavery

## ACTIONS TAKEN AT A LOCAL LEVEL

Like the Volvo Car Group, Volvo Car UK is committed to ensuring that appropriate action is taken to address risks of modern slavery practices in its operations and supply chain.

The Volvo Car Group takes the lead to assess and address risks in the global supply chain for Volvo Cars' products and services. Volvo Car UK, as the local subsidiaries of the Volvo Car Group, relies on certain functions within the group to identify and manage the risks in the manufacturing and distribution supply chain (which have been described above). This is due to the organisational structure, as the Volvo Car Group remains responsible for the manufacture of Volvo Car products and the supply chain responsibilities, while Volvo Car UK is responsible for marketing and distributing Volvo Car products to retailers and customers in UK.

However, given there are risks for Volvo Car UK locally that are different from those for the global organisation, Volvo Car UK also takes steps at a local level to assess and address these risks, including:

1. Communicating the Code of Conduct for Business Partners to the retailer and repairer network and other business partners;
2. Auditing the retailer network's knowledge and awareness of the Code of Conduct for Business Partners, as part of the Volvo Car Retail Standards;
3. Training Volvo Car UK staff on our Code; and
4. Requiring new third parties that Volvo Car UK does business with to agree to the Code of Conduct for Business Partners or ensure they have equivalent policies in place

We insist that our business partners not only comply with those principles, but communicate them to their employees, suppliers and subcontractors.

## OUR SPEAK UP CULTURE

Everyone working at or with Volvo Cars should be comfortable raising questions or concerns about ethical issues, cases of non-compliance and modern slavery concerns. We support a culture of openness, integrity and accountability. Volvo Cars offers the possibility to report violations of Our Code by submitting a report via our publicly available [Tell Us reporting line](#). Reports can be made confidentially and anonymously.

## AREAS FOR IMPROVEMENT IN 2022

At a local level, Volvo Car UK proposes to further enhance our anti-slavery program by taking the following steps:

- In partnership with Volvo Cars, developing a framework to assess the effectiveness of actions to assess and address modern slavery risks
- Provide training to Volvo Car UK employees on the Modern Slavery Act and Volvo Car UK's Modern Slavery Statement
- Carrying out an audit of our local suppliers' and business partners' agreement to the Code of Conduct for Business Partners
- Continue to review processes for procuring local suppliers

This statement has been adopted and approved by Volvo Car UK Limited and Care by Volvo Car UK Limited Board of Directors on 22<sup>nd</sup> June 2022 for the period 1 January 2021 to 30 December 2021 and in accordance with the Modern Slavery Act 2015.

  
Kristian Elvefors (Jun 22, 2022 17:00 GMT+1)

Kristian Elvefors  
Managing Director  
Volvo Car UK Limited

  
Ben Roth (Jun 22, 2022 17:16 GMT+1)

Ben Roth  
Director  
Care by Volvo Car UK Limited

## **APPENDIX**

### **PRINCIPLES IN THE CODE OF CONDUCT FOR BUSINESS PARTNERS**

#### **PREVENTING CHILD LABOUR**

Business partners must work to prevent all forms of child labour. Under no circumstances should employment be offered to a person younger than 15 years of age (or 14 where the national law so allows) or younger than the countries legal minimum age, if higher than 15.

#### **NO FORCED LABOUR**

There can be no forced labour of any kind relating to Volvo Cars' business, products and services. Therefore, business partners must not use forced labour, regardless of its form. This prohibition includes debt bondage, trafficking and other forms of modern slavery.

#### **TERMS OF EMPLOYMENT**

Business partners must guarantee that the working conditions for their employees comply with all applicable legal requirements. In addition, each employee should have the right to receive written information, in a language that they can easily understand, specifying their terms of employment.

#### **WAGES AND BENEFITS**

Business partners shall pay employees wages and benefits that meet or exceed the legal minimum standards, collective bargaining agreements or appropriate prevailing industry standards, whichever is higher.

Deductions are accepted only in accordance with applicable law, regulations and collective bargaining agreements. Deductions from wages as a disciplinary measure should not be used.

Information about wages and benefits must be available to all employees, in a language that they can understand, in a timely manner and in accordance with applicable laws.

Volvo Cars recommends business partners provide their employees with total compensation that is adequate to cover basic needs and enable a decent standard of living. Business partners are also recommended to systematically strive to ensure fair wages.

#### **WORKING HOURS**

Business partners must comply with applicable legislation regarding working hours (including but not limited to overtime and overtime compensation) and rest rules.

#### **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Business partners shall respect the rights of their employees to lawfully form, join or exclude themselves from employer-employee relationship-related associations and to bargain collectively, where permissible by local laws. Business partners must also ensure that employees are given the opportunity to discuss their working conditions with management without fear of retaliation.

## HEALTH AND SAFETY

Safety should always be one of the most important factors in any decision.

Business partners must always provide and maintain a safe and healthy working environment that meets, and preferably exceeds, applicable standards and legal requirements.

## NON-DISCRIMINATION AND EQUAL OPPORTUNITIES

Business partners must not engage in any form of discrimination based on gender, ethnicity, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social background or other characteristics protected by applicable law.

All employees must be treated with respect, dignity and common courtesy.

We encourage our business partners to ask questions regarding the Code of Conduct for Business Partners and are required to promptly raise concerns in cases of suspected non-compliance with applicable criminal laws and regulations, or with the requirements under the Code of Conduct for Business Partners.

## MORE DETAILS

If you would like to understand more about Volvo Cars' Sustainability Framework and its commitment to addressing modern slavery, please refer to:

- [Our Code – How We Act](#)
- [Volvo Cars Code of Conduct for Business Partners](#)
- Volvo Car Group Annual Report 2021