

HUMAN RIGHTS POLICY

INTRODUCTION

At Van Mossel Automotive Group ("Van Mossel"), a leading automotive company with extensive operations across multiple brand dealerships, body repair shops, and leasing activities, we are committed to respecting and promoting human rights throughout our entire organization and supply chain. Our Human Rights Policy is aligned with the principles outlined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the standards of the International Labour Organization. We recognize that protecting human rights is fundamental to achieving our mission of delivering excellent service while fostering sustainable and inclusive growth.

PURPOSE & SCOPE

The purpose of this policy is to affirm our commitment to human rights in line with our mission to contribute to a better living environment by enabling safe, sustainable and affordable mobility solutions. Human rights are inherent to us all and we are dedicated to promoting and respecting the human rights of our employees as well as the workers in our value chain who are affected by our services and operations.

We expect all employees to take responsibility for upholding this commitment in their daily activities as well as when making strategic and operational decisions. This commitment applies to all Van Mossel entities, controlled subsidiaries, employees, contractors and partners, who are required to adhere to this policy. We expect the same level of compliance from our suppliers and other business relationships.

OUR COMMITMENTS

1. Respect and Dignity for All Employees

- We respect the inherent dignity and worth of every individual and are committed to a workplace free from discrimination, harassment, and abuse. All employees will be treated fairly, regardless of gender, race, ethnicity, religion, sexual orientation, age, disability, or any other characteristic protected by law.
- We are committed to ensuring equal opportunities for employment and career advancement, emphasizing fairness and inclusion in our hiring, training, promotion, and termination processes.

2. Fair and Safe Working Conditions

- Van Mossel is committed to maintaining a safe and healthy working environment for all employees. We uphold rigorous occupational health and safety standards in compliance with local and international regulations, providing ongoing safety training and maintaining procedures to minimize workplace hazards.
- We ensure that all employees receive fair compensation that meets or exceeds the legal minimum wage standards, with all wages and benefits provided on time and in a transparent manner.

3. Prohibition of Forced and Child Labor

- We strictly prohibit all forms of forced, bonded, and child labor across our business operations and supply chain, in alignment with the UN Convention on the Rights of the Child. We actively work to identify, prevent, and address any potential risks related to child labor, human trafficking, or forced labor practices within any part of our business.
- We are entitled to conduct audits of our operations and suppliers to ensure compliance with this commitment and require corrective actions whenever violations are identified.

4. Freedom of Association and Collective Bargaining

- We respect our employees' right to freedom of association and their right to join or form labor unions without fear of retaliation. Employees are free to participate in collective bargaining and other forms of representation to advocate for their rights and working conditions. Van Mossel also respects the rights of employees to refrain from such activities.
- Employees and/or their representatives shall have the ability to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

5. Non-Retaliation and Misconduct Mechanism

- Van Mossel is dedicated to creating an open and supportive workplace where employees feel comfortable reporting concerns. We have a strict non-retaliation policy to ensure that employees can voice their concerns and report potential violations of this policy without fear of adverse consequences.
- We maintain a misconduct mechanism through SpeakUp, allowing employees and third parties to report human rights-related issues

confidentially and anonymously. We are committed to investigating and addressing all reported issues promptly and transparently.

6. Commitment to Supply Chain Responsibility

- We expect our suppliers, contractors, and business partners to uphold similar human rights standards. Suppliers are required to adhere to and sign off on these standards via our separate Supplier Code of Conduct and demonstrate commitment through regular assessments and cooperation in any necessary corrective actions.
- Van Mossel reserves the right to terminate relationships with suppliers who fail to meet our human rights standards or demonstrate an unwillingness to improve.

7. Privacy and Data Protection

- We respect the privacy and confidentiality of our employees, customers, and partners. Our practices comply with applicable data protection laws, and we ensure that personal information is handled responsibly, securely, and transparently.

Van Mossel will avoid causing or contributing to adverse human rights impacts and will take appropriate action to address such impacts should they occur. If we identify that we have caused or contributed to these acts, we will provide for or cooperate with legitimate processes to remediate these impacts.

Van Mossel is committed to building long-term, sustainable relationships with its employees by ensuring fair wages and benefits. Employee wages should comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. For each pay period, employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for the work performed. Working hours will not exceed the maximum limits set by applicable law and collective bargaining agreements, except in emergency or exceptional situations and only with mutual agreement.

OUR SUPPLY CHAIN

We recognize that our responsibility extends beyond our own operations. At every stage of our value chain, human rights can be at risk, and we are committed to leveraging our relationships with suppliers and other business partners to promote human rights and to actively seek ways to prevent or mitigate adverse human rights impacts that we contribute to, or that are directly linked to our business operations and services.

We expect all our suppliers and other business partners to support and respect the internationally proclaimed human rights and to proactively manage potential adverse impacts within their own operations and throughout their value chains. We have zero tolerance for any form of forced labour, child labour or human trafficking.

TRANSPARENCY & ACCOUNTABILITY

We value and respect honest and open communication. All employees and other stakeholders (such as suppliers or business partners), can raise questions or concerns regarding potential or actual adverse human rights impacts in accordance with our Speak Up policy.

No reprisal or retaliatory action will be taken against any stakeholder for raising concerns under the Speak Up policy in good faith. Van Mossel is committed to investigating any concerns related to adverse human rights impacts and, if such impacts are discovered, Van Mossel will act appropriately and without delay.

We believe in transparent communication and collaboration and will publicly report on our performance in line with applicable laws and regulations.

The ultimate responsibility for our Human Rights commitment lies with the upper Management team of Van Mossel. Human rights are an integrated topic within our broader sustainability program and are a recurring topic at upper Management meetings. The upper management oversees sustainability aspects on a day-to-day basis and is supported by the Sustainability Manager, both of whom report to the Chief Financial Officer (CFO).

COMMITMENT TO CONTINUOUS IMPROVEMENT

Van Mossel Group commits to fostering a culture of respect, integrity, and responsibility. We will continuously review and adapt our human rights practices to ensure we remain responsive to the needs and expectations of our employees, partners, and communities. We believe that respecting human rights strengthens our organization and contributes to the long-term sustainability of our business.



Eric Berkhof
Group CEO
Van Mossel Automotive Group