

# COMMITMENT OF DER TOURISTIK GROUP TO THE PROTECTION OF HUMAN RIGHTS

As an international travel company and as the travel and tourism segment of REWE Group, DER Touristik Group is aware of its social responsibility. After all, we can only be successful in business in the long term if the impacts of our business operations are in harmony with people and the environment. Therefore, DER Touristik Group is committed to strengthening human rights and preventing human rights violations. This commitment applies both to our own business activities and to our global business partners.

## **DER Touristik Group aligns its business practices with the following internationally valid standards and guidelines:**

- the United Nation's (UN) Universal Declaration of Human Rights
- the conventions and recommendations of the International Labour Organization (ILO) on labour and social standards
- the principles of the United Nations Global Compact (UNGC)
- the UN Convention on the Rights of the Child
- the UN Convention on the Elimination of All Forms of Discrimination against Women
- the guidelines of the Organisation for Economic Co-operation and Development (OECD) for multinational companies

## **Implementation of human rights due diligence at DER Touristik Group**

DER Touristik Group continually checks where its business operations are at particular risk of human rights violations. We do this firstly by using risk and hot spot analyses specially created

for DER Touristik Group. Secondly, we work with external experts to review the impacts of our activities on human rights. We have identified the protection of children and the protection of employee rights as particularly sensitive areas.

We have used our findings and the international standards mentioned above to define regulations and guidelines\* for DER Touristik Group. They form the mandatory operational framework for all employees and business partners, and should be read together with the following policy statements.

- DER Touristik Group Mission Statement
- DER Touristik Group Supplier Code of Conduct
- REWE Group Human Rights Policy Statement
- REWE Group Code of Conduct
- REWE Group Guidelines for Sustainable Business Practices
- REWE Group Guidelines on Fairness
- REWE Group Employee Code of Conduct

\* The regulations and guidelines listed represent the status as of April 2019.

We take a variety of measures to meet our responsibilities regarding human rights: We train employees, organise training sessions for suppliers, carry out audits, implement our own (aid) projects, and formulate specific requirements for suppliers and service providers. All business partners of DER Touristik Group are obliged to comply with minimum requirements such as international and national laws as well as the core labour standards of the International Labour Organization (ILO).

Many challenges in global value chains require approaches that change entire sectors over the long term. Therefore, DER Touristik Group is actively involved in tourism industry initiatives and associations, including The Code, the German Travel Association (DRV), the British Travel Association (ABTA), the Round Table for Human Rights, and Futouris. The aim is to involve as many players along the value chain as possible and work together to find approaches for lasting positive developments. We also collaborate with recognised standard and certification organisations.

DER Touristik Group expects all employees and business partners to comply with applicable laws and human rights conventions. Violations will not be tolerated and may entail disciplinary action or termination of the business relationship.

In order to entrench respect for human rights even in our business activities, we will keep on adapting our guidelines, contracts with business partners, and the training we give to employees. In addition, there are plans to install a Group-wide notification system, which will allow employees and third parties to report violations of human rights and applicable law at any time.

### Responsibilities for human rights due diligence at DER Touristik Group

The International Board of DER Touristik Group is responsible for implementation of the DER Touristik Group Human Rights Policy Statement and compliance therewith. The International Board and our management assume responsibility for monitoring operational implementation of the aforementioned corporate principles in the divisions of DER Touristik Group.

The Corporate Responsibility Department is responsible for managing the content of this policy statement and reports to the CEO of DER Touristik Group. The Corporate Responsibility departments of the various divisions also play a particularly important role in the implementation of human rights due diligence.

### Outlook

The respect of human rights makes an important contribution towards DER Touristik Group meeting the Sustainable Development Goals of the United Nations. We are aware that the implementation of human rights due diligence in our own business activities is an ongoing process. We accept this challenge, regularly reviewing our strategic approaches and measures with the goal of continuous improvement. As part of CSR reporting at REWE Group, DER Touristik Group reports on the results of risk analyses and measures initiated. This is communicated regularly and transparently through REWE Group's reporting on sustainability.

### DER Touristik Group International Board



Sören Hartmann



Dr. Ingo Burmester



Leif Vase Larsen



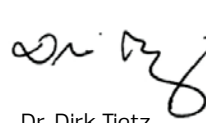
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