



Company Policy of ŠKODA Auto

„Only the very best we can do is good enough for our customers.“

(The legacy of the founders, Laurin & Klement, 1914)

ŠKODA Auto develops, manufactures and sells high-quality and environmentally friendly vehicles, genuine parts and accessories. These do not simply meet the demands of our customers - they exceed them. ŠKODA Auto understands the needs of our customers and constantly puts these first. Our goals comply with the corporation's strategy of delighting customers so that they remain loyal to the ŠKODA brand. ŠKODA Auto builds on the principles of social responsibility in all areas in which the company is active.

The adherence of all employees to the "ŠKODA Auto code of conduct" and the following principles guarantees the implementation of the growth strategy, the achievement of ŠKODA Auto strategic goals and the successful future of our company:

- > **To guarantee the top quality of our products as our customers expect.**
- > **To fulfil all requirements which arise from laws, regulations and ethical principles.**
- > **To measure and evaluate process performances and, if needed, determine measures to continually improve the company's products, processes and services.**
- > **To improve environmental credibility by continually reducing pollution, use natural resources and energy in a responsible manner, apply environmentally friendly technologies and use as many re-usable materials as possible. We also motivate our contractual partners to do the same.**
- > **To control and protect our data, assets and information.**
- > **To construct balanced and fair relationships with our contractual partners and the public.**

ŠKODA Auto management commits itself to creating appropriate working conditions as well as supporting the personal development of all employees. In addition, the management promises to deliver a performance driven environment that will deliver the long term targets laid out. The management will engage in regular feedback and communication regarding the achievement of these targets and design measures, if needed, to bring the business back on track towards its long term goals. A culture of constant process improvements based on active cooperation between the employees is one of the basic requirements for safeguarding the activity and competitiveness of our company.

 Prof. Dr. h.c. W. Vahland Chairman of the Board of Directors	 Dr. E. Scholz Member of the Board of Directors Technical Development	 M. Oeljeklaus Member of the Board of Directors Production and Logistics	 J. Stackmann Member of the Board of Directors Sales and Marketing
 W. Krause Member of the Board of Directors Commercial Affairs	 B. Wojnar Member of the Board of Directors Human Resources Mgmt.	 K. Hell Member of the Board of Directors Purchasing	 Dr. M. Bort Quality Management

Mladá Boleslav, August 2011



The green sign symbolises ŠKODA Auto's commitment to environmentally friendly conduct. It represents a responsible approach to environmental protection and permanent, sustainable development.