



OMV's commitment to human rights

Human rights are universal values which guide our conduct in every aspect of our activities. OMV has signed the UN Global Compact and is fully committed to the UN Guiding Principles on Business and Human Rights. OMV respects, fulfils and supports the realization of human rights as contained in the Universal Declaration of Human Rights and in internationally recognized treaties, including those of the International Labour Organization (ILO). OMV's commitment to human rights is embedded in OMV's business approach and supports adherence to the UN Sustainable Development Goals (SDGs).

Human rights cover a wide range of aspects of social, economic and political life and are comprehensive in nature. They are commonly understood as inalienable fundamental rights to which a person is inherently entitled simply because he or she is a human being – regardless of nation, location, language, religion, ethnic origin or any other status of the person. OMV considers and applies human rights as a way of balancing the interests and needs of all impacted stakeholders in a practical and culturally sensitive way.

The primary responsibility for the protection of human rights lies with governments. OMV, however, has accepted responsibilities to respect, fulfil and support the realization of human rights in relation to all our business activities and not to become complicit in any human rights abuses, as understood under current international law.

In meeting our human rights responsibilities, OMV acts in strict compliance with applicable national law. Where national law falls short of OMV standards, based on international human rights law, OMV is guided by its higher standards unless this is forbidden by law. The OMV Code of Conduct explains the manner in which OMV behaves as an organization and how OMV expects its employees, contractors and suppliers to act with regard to human rights and other issues.

Human rights management

In order to meet our concrete responsibilities with regard to human rights, we have established a well-structured Human Rights Due Diligence process as well as effective operational-level grievance mechanisms. In addition, we are committed to making a positive contribution to fulfil human rights through our activities.

OMV Human Rights Matrix

OMV has mapped its human rights responsibilities in a comprehensive Human Rights Matrix, which constitutes the basis for our activities in the field of human rights and serves as a fundamental tool for its implementation. This includes the particularly sensitive areas of security arrangements and supply chain management as well as interaction with indigenous peoples. Categorized into essential, expected, and desirable, our responsibilities cover relations with relevant stakeholders, such as employees, communities, contractors, business partners, customers and the like.

Human Rights Due Diligence

The Human Rights Due Diligence Process includes assessing the human rights risk associated with our current and future business activities and taking risk management actions. This ongoing process makes use of external resources and expertise and includes external stakeholders, in particular impacted groups. The OMV's human rights tools are: Risk Ranking, Country Entry Check, Pre-Entry Risk Assessment, Human Rights Impact Assessment, Risk Register, Self-Assessment, On-Site Audit, Supplier Audit and Grievance Management.

OMV activities in support of human rights

In meeting our responsibility to make a positive contribution to fulfil human rights in the social environment in which we work, we invest in the economic development of the local communities in the immediate surroundings of our operations. Depending on local needs, we invest in vocational training, training the local workforce and the professional development of suppliers.

More information about human rights and sustainability at OMV:
www.omv.com/sustainability

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