# Audi Revolut F1® Team Code of Conduct

Version 1.0



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# Our Code of Conduct

At the Audi Revolut F1® Team, our ambition goes beyond performance on the track. How we achieve our goals matters just as much as the results themselves. Integrity, respect, fairness and responsibility are fundamental to the culture we aspire to build and continuously strengthen.

Operating in the fast-paced and highly competitive world of Formula 1® brings unique challenges and responsibilities. From our factory to the racetrack and beyond, we operate in a complex international environment where collaboration, sound judgement and mutual trust are essential. Our Code of Conduct addresses considerations that may arise in this environment and highlights the importance of responsible conduct in everything we do.

Through our Code of Conduct, we express our commitment and outline the principles and expectations we have set for ourselves. These standards reflect our ambitions and provide a foundation for our efforts to align our practices with them throughout our organisation, while recognising that translating these principles into everyday practice requires continuous attention, reflection and improvement.

# Our values

## United

We're racing together, and it's the different backgrounds and ideas that make us unique. Speak up, play fair and push the boundaries.

## Driven

We never, ever give up. With our can-do attitude, we've got the passion and the fire to achieve everything we want.

## Competitive

We're hungry for victory and fueled by passion. We're up for the challenge – with our competitiveness, sportsmanship and resilience.

## Progressive

We're driven by «Vorsprung durch Technik» and we confidently break new ground with excellence and innovation – on and off the track.

INTRODUCTION

# Introduction

## A practical guide to our Code of Conduct

Every decision we take – on the track, in the garage or at our desks – shapes who we are as a team. This section is a concise introduction and summary of our full Code of Conduct: it brings together the key principles we stand for, what we expect of ourselves and what integrity looks like in everyday decisions.

It cannot cover every rule or scenario. But it gives you a clear foundation and a shared understanding of the standards that guide our behaviour. For detailed requirements, examples and further guidance, please refer to the full Code of Conduct.

Doing the right thing isn't always the easiest path. But it's always the one we take as professionals, as colleagues and as a team.

INTRODUCTION

# How we work
# Integrity in action

Working in our team means setting the tone not just for performance, but for how we treat one another. True leadership shows in the small decisions, the way we handle pressure and the respect we give others – whether in a team meeting or at the edge of the pit wall. It's not a question of job title. It's how we show up, every day.

That's why we believe in fairness and openness and why we rely on each other to create an environment where everyone belongs. Our strength lies in our differences. We come from many places, speak many languages and bring many perspectives, but we share one standard: to work together with professionalism and respect. What matters is your skill, your attitude and your willingness to contribute.

When something isn't right, we don't look away. We raise concerns early and honestly. Because speaking up is not about blame. It's about responsibility. Everyone should feel safe to ask questions, challenge what seems off, or report behaviour that goes against our values.

We apply the same care when it comes to safety – physical and mental. Our world moves fast and the pressure is real. But no result is worth risking someone's health. We follow the rules, we stay alert and we look out for one another, not just because we have to, but because we want to.

And wherever we speak, be it online, in interviews, in the paddock, we remember that we are always part of something bigger. What we say reflects on all of us. That's why we communicate clearly, thoughtfully and with the awareness that perception is part of performance.

INTRODUCTION

# On the road
## Representing our team – wherever we go

Travelling is part of our rhythm. Whether it's a race weekend, a test day, a sponsor event or a logistics mission – we move across borders, time zones and cultures. But no matter where we go, we carry something with us: the values of our team. That's why how we act abroad matters. We show respect for local customs, behave with professionalism and treat everyone, from officials to hotel staff, with the same care we'd expect in return. In every conversation, every setting, we remember that we are guests and that how we show up shapes how our team is perceived.

The fast pace of Formula 1® doesn't stop when we leave the factory. It follows us into airports, garages and briefings. But even when the pressure is high, we never compromise on safety. We look after ourselves and each other. That means planning for rest, staying alert and recognising when someone needs support, especially when routines are disrupted and days are long.

In our international work, we also deal with public officials at borders, at customs, at race venues. These moments require composure and clarity. We follow procedures, act respectfully and avoid anything that could even appear as an attempt to exert undue influence. Even small gestures can be misunderstood across cultures and perception matters just as much as intent. Finally, being on the move doesn't mean leaving our data unguarded. We handle devices and sensitive information with the same care we bring to a race-critical part. Screens are locked. Documents are secured. We stay mindful of where we work and who's around. Because trust in how we protect our knowledge travels with us everywhere.

INTRODUCTION

# Integrity in business
## Fairness, compliance & trust on every level

We don't just race with excellence. We do business with integrity. Whether we're negotiating contracts, signing deals, selecting suppliers or attending partner events, one thing remains non-negotiable: fairness. We avoid conflicts of interest by staying transparent, separating private and professional matters and asking questions early, not when it's too late. Judgement should never be clouded by personal advantage. Not in F1®. Not in life.

In our team, mutual respect is a given but so is clear judgement when it comes to gifts, invitations or favours. We know where appreciation ends and influence begins. That's why we handle all benefits – whether offered or received – with care, caution and compliance. We stand firmly against corruption in every form. In a world driven by milliseconds and merit, backdoor deals and blurred lines have no place.

And when it comes to money, we follow the rules. We don't look the other way if transactions seem irregular or if origins of funds are unclear.

We expect high standards, social, environmental and ethical, from everyone who carries our name. And if something doesn't feel right in a partnership, we'd rather lose a deal than lose our values.

Whether onboarding sponsors or paying suppliers, financial integrity is part of our foundation.

So is tax and customs compliance. In our global logistics setup, accuracy isn't optional. It keeps borders open, processes clean and reputations intact.

Finally, in all our interactions with public authorities or with the FIA, we stay disciplined, respectful and transparent. Because in our sport, credibility is earned off the track just as much as on it. And every one of us contributes through decisions, data, diligence and care.

INTRODUCTION

# Innovation, information and confidentiality
## Using what we know – and protecting what we build

Innovation is our edge but trust is our foundation. Every tool we touch, every file we open, every idea we develop is part of a bigger responsibility: to use our assets wisely and protect what sets us apart. Whether it's physical equipment, budgets, software or know-how, we treat company property with care. And how we handle it defines how much we value it.

What we invent, learn or refine here gives us our competitive strength. That's why safeguarding information is a vital part of how we work, from development to decision-making. We guard confidential data, be it technical, strategic or operational, at all times, even outside the office or long after we've left the team. We share only what's needed, with only those authorised and never forget how fast information can travel if we're not careful.

We apply the same mindset to personal data. Every person we interact with, be it candidates, guests, colleagues or partners, they all entrust us with their data. We treat that information discreetly, lawfully and respectfully. Privacy is not red tape. It's how we show people that they matter.

Innovation doesn't stop at the border, but that doesn't mean it's always free to cross. Certain technologies, files and devices are restricted by export control laws. Before sending, showing or carrying them over a border, we check. Because crossing a border should never mean crossing a line.

And through it all, our digital systems power everything we do, be it development, collaboration or competition. That's why IT security is more than a technical job. It's a shared commitment. We follow safe practices, protect our devices and act fast if something looks off. Because even in a high-tech world, the biggest vulnerability is often human.

INTRODUCTION

# Sustainability and responsibility
## Smart with resources, strong in principles

Sustainability and responsibility are not abstract ideals. They are practical, measurable parts of how we operate every day. As a Formula 1® team working in a highly global, technical and fast-paced environment, we have the opportunity and the obligation to shape our footprint consciously. That begins with human rights. We ensure that everyone within our sphere of influence is treated with dignity and fairness free from discrimination, coercion or exploitation. Respect is not a variable; it's a constant. From employment conditions to travel setups, we take seriously our role in protecting people and we expect the same from those we work with.

But responsibility doesn't stop with how we treat people. It also includes how we treat the planet we operate on. Whether it's how we organise logistics, what materials we use, or how we manage waste at events, our choices have visible effects. We reduce what we can, avoid what we don't need and challenge ourselves to innovate sustainably. Responsibility doesn't slow us down – it sharpens our focus.

Sustainability also means treating every resource like it matters. Equipment, infrastructure, energy, time – all of these are limited and all of them deserve care. That doesn't mean accepting less. It means achieving more with what we have. In every operation, every shipment, every setup, we ask: is this really necessary? Is there a smarter way?

And beyond our own doors, we look at the supply chain. We can't control everything, but we can choose who we work with and what we expect from them. We seek partners who respect people and the planet and we stay alert when warning signs emerge. Transparency may take effort. But it builds trust with regulators, with our colleagues and with the world.

INTRODUCTION

# The road we choose

## We don’t just chase victory – we define how it’s earned

We carry the legacy of Sauber
We embody the spirit of Audi
We shape the future of Formula 1®
And we do it the right way – not because it’s easy,
but because it matters
Let’s raise the standard
Together

# Our identity

01

# Shaping the future of racing responsibly

We are part of Audi's next great chapter in Formula 1® and our legacy will be one of technical excellence, team work and relentless drive. As Audi Revolut F1® Team, we represent the four rings with responsibility, passion and integrity.

# Who we are – one dream. One team. All for one.

- Our vision is clear: we are Vorsprung. All for one
- Our mission: create Audi's legacy in F1®, shaping the next era
- Our objective: win championships and secure our place as a key F1® competitor by 2030
- Our values: United. Driven. Competitive. Progressive
- Our Code of Conduct is the practical expression of these principles. It guides us in how we act on and off the track, in the factory and everywhere in between. Our actions shape not only our reputation, but also the standing of the Audi brand in the global spotlight
- We act with integrity. We comply with applicable laws and internal policies, and we play fair at every race venue and in every relationship

# We are driven by passion and emotion – our culture is the foundation of everything

Success, on and off track, doesn't come from technology alone. It comes from our culture. The way we think, the way we act, the way we show up every day.

In a sport defined by speed, precision and innovation, we take deliberate action to ensure ethical standards are upheld. Whether optimising race strategies under dynamic conditions, negotiating supplier contracts or making strategic decisions under pressure.

We lead by example and hold ourselves accountable. Integrity isn't a constraint; it's a competitive advantage and victory is a consequence of who we are and what we do.

# The Audi DNA in motorsport

As a subsidiary of Audi AG, we embody the brand's core values adapted to the unique challenges and opportunities of Formula 1®.

The commitment of Audi to integrity, lawful conduct and social responsibility is not limited to the production of road cars. It is equally valid in racing. We compete to push boundaries, but always within the framework of ethical business conduct, sporting fairness and regulatory compliance.

**Excellence on track begins with responsibility off track. That's our standard. Every lap, every decision, every day.**

# How we work – culture, conduct & team ethics

02

# Ethical leadership

In the fast-paced world of Formula 1®, leadership is demonstrated not only through split-second decisions, but also through the way we treat each other, talk to each other and how we collaborate as a team.



## Why it matters

In every high-performance team, leadership shapes the culture. It determines how we solve problems, how we approach and learn from mistakes and how we celebrate success. Ethical leadership isn't about perfection; it's about clarity, accountability, and creating a safe space.

Leaders who act with integrity build teams that are more resilient, more open and more aligned. This gives us a competitive edge.

## What it means in practice

- We take responsibility for decisions, considering the impact on the wider team
- We communicate relevant information clearly, simply and promptly
- We actively seek opinions and learn from different perspectives
- We regularly assess processes and performance for improvement
- We recognise and reward achievements

## Your contribution

True leadership is defined by our actions, not our titles. Every decision we make and every example we set establishes a standard that others will follow. Your behaviour has an impact – and that is leadership.

# Diversity, equal opportunities and equal participation

We are stronger and faster when every voice is heard. We create an environment in which everyone can feel empowered to thrive, regardless of their background, identity or role. Respect is non-negotiable, and equal opportunity is not a checkbox – it's the foundation for trust, fairness and performance.

Motorsport is global. Excellence knows no borders. Respect knows no exceptions.



## Why it matters

In a high-pressure, high-speed environment, trust, collaboration and a strong team spirit is everything. People need to feel safe to speak up, to challenge ideas, to show vulnerability and to grow. Diversity brings new ideas. Inclusion turns them into results.

When people are excluded, ignored or stereotyped, we lose more than performance, we lose integrity. That's not who we are.

## What it means in practice

- We assess people based on their skills, contribution and potential – nothing else
- We do not tolerate any form of discrimination, harassment or exclusion – no matter how subtle
- We support accessible processes and fair chances in hiring, in development and in day-to-day collaboration

## Your contribution

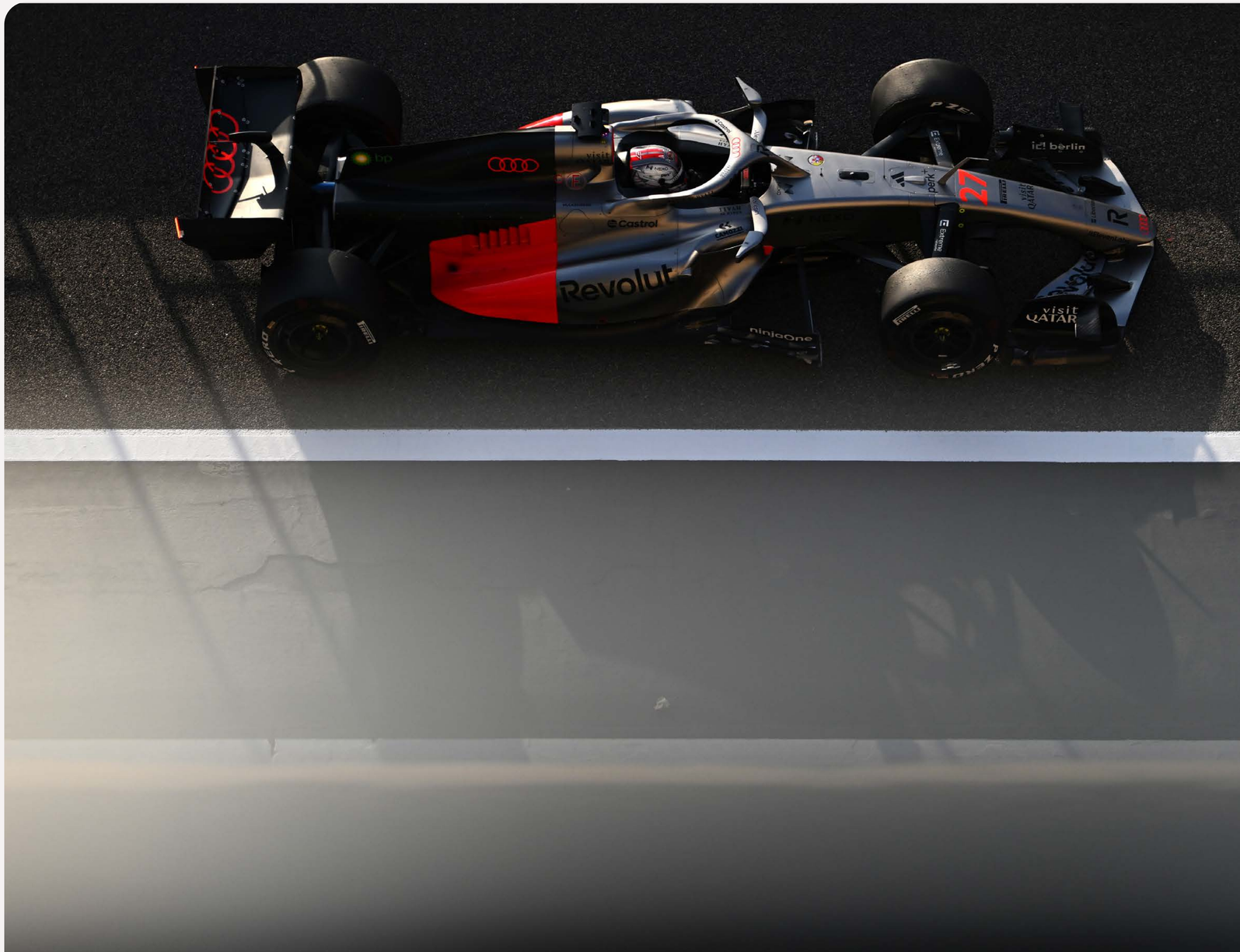
You create the environment you work in. Every time you listen, support, share credit or challenge bias, you help build the culture we want. You don't have to be part of a minority to stand up for fairness – you just have to care.

# Speak-up culture

Integrity means speaking out when something isn't right. We don't stay silent; we act early and responsibly. We believe in a culture where questions are welcome, concerns are heard and mistakes are part of learning, not hiding.

Speaking up isn't about blame. It's about responsibility. It's how we protect our values, our people and our performance – especially in a high-stakes, high-pressure world like Formula 1®.

A strong team doesn't cover up problems. It confronts them without delay, honestly and together.



## Why it matters

Silence can be costly to safety, trust, reputation and fairness. A single overlooked concern can affect not just performance, but people. In a global, fast-moving environment, we rely on everyone to help identify risks, raise concerns and challenge unethical behaviour.

A speak-up culture isn't only about reacting to wrongdoing. It's about being open, reflective and willing to improve at every level.

## What it means in practice

- We speak up when we see something that violates our values or the law, even if it's uncomfortable
- We take concerns seriously – whether they come from colleagues, contractors or partners
- As leaders, we create an environment where people feel safe to speak – and supported when they do

## Your contribution

You don't have to be certain to speak up. You just need to notice, care and act. If something feels wrong, it's probably worth discussing. Trust your instinct and trust the team to handle it.

Because silence protects problems. Speaking up protects people.

# Occupational health and safety

Performance is meaningless without safety. In our team, no deadline, no race, no result is more important than the health of the people who make our success possible. From the factory floor to the pit lane, from logistics to administration – safety is our shared responsibility.

We ensure that our working environment is physically and mentally safe wherever we operate. Whether in Hinwil, at a test track or during a flyaway weekend, we act with care, precision and responsibility.

In a fast-moving sport – we slow down for safety – always.



## Why it matters

Formula 1® is a high-pressure environment, often under tight timelines, with heavy equipment, high-voltage systems and extreme logistics. Without a “safety first” mindset, the risk of accidents, injuries or overload increases significantly, which compromises our long-term future.

Protecting our health and safety means protecting our people, our performance and our future.

## What it means in practice

- We strictly adhere to all applicable national and international health and safety laws, environmental regulations and standards, both at the factory and trackside
- We never take shortcuts. If a process feels unsafe or violates a regulation, we have the authority and the duty to stop and speak up
- We follow all internal protocols and use all required personal protective equipment (PPE) without exception or compromise
- We report all near misses, unsafe conditions or potential regulatory violations immediately

## Your contribution

You are responsible for your own safety and the safety of your teammates. We act with care, precision and responsibility in everything we do. That means staying alert, following procedures and speaking up when something feels wrong.

Looking out for one another isn’t a task, it’s a core value that defines our team.

# Communication and marketing

Every word, every image, every appearance shapes how others see us and what they associate with our team, our partners and our shared values. That's why we communicate responsibly, respectfully and with awareness of our reach.

Whether in an interview, a social media post or a paddock conversation – we always consider how our statements reflect on the team. We don't just speak as individuals. We represent the culture we build together.



## Why it matters

As a Formula 1® team, we are constantly in the public eye. Fans, journalists, partners and regulators watch how we act, both online and offline. In this environment, even informal or spontaneous remarks can have consequences.

Clear and coordinated communication protects our reputation and strengthens credibility – internally and externally.

## What it means in practice

- We do not share internal information, confidential developments or non-public results in public forums
- We are mindful of our tone and wording – also in social media posts or informal conversations
- We treat our brand, our partners and our fans with respect – in content, appearance and behaviour

## Your contribution

You are part of how the world sees us. Whether you're posting online, answering a question in the paddock or wearing team gear at an event, you are communicating.

So, think before you post. Speak with care. And remember: in F1®, perception is part of performance and your voice is part of how we're perceived.

# Outside the office – racing, travel & global mindset

03

# Behaviour abroad and cross-cultural respect

Every time we travel, we represent more than ourselves: we carry the values of our team into a new context. Whether at a race weekend, a supplier visit, a sponsor event or a press meeting – how we behave abroad shapes how we are seen. Respect, curiosity and professionalism guide us, irrespective of the country or culture.

We are both guests and partners, and we act accordingly.



## Why it matters

Working internationally brings us into contact with people, customs and expectations that differ from our own. That's part of what makes our job exciting, but it also requires awareness and adaptability. Disrespectful or thoughtless behaviour, even if unintentional, can harm relationships, cause offence or damage our reputation.

## What it means in practice

- We avoid jokes, gestures or remarks that may be considered inappropriate or offensive in other cultures
- We know that wearing the team brand in public makes us visible and we act accordingly
- We treat everyone, from hotel staff to Sponsors, with the same respect we expect ourselves

## Your contribution

Your presence speaks before you say a word. How you show up abroad shapes how people see our team and what they remember about working with us. Be curious, respectful and professional.

Because respect isn't just a value. It's how we travel.

# Safety and well-being on the move

Mobility is part of our DNA – from race weekends and test sessions to supplier visits and sponsor events. But no matter how far we travel or how tight the schedule is, our safety standards travel with us. They apply not only at our headquarters, but also in vans, planes, hotels and trackside garages.

We prepare well, act with care and stay alert to the specific risks of working away from home. Responsibility doesn't stop when we board a flight. It adapts to where we go.



## Why it matters

Travel means change in environment, time zone, pressure and routine. Long hours, unfamiliar surroundings or unclear local conditions can increase the risk of fatigue, illness or misjudgement. Add equipment, tools and fast-paced logistics, and the need for awareness becomes even greater.

Protecting each other on the road means recognising when something isn't working and acting before it becomes a problem.

## What it means in practice

- We familiarise ourselves with local safety rules, emergency contacts and medical protocols at each location
- We remain vigilant in shared spaces like hotels, airports and vehicles and report unsafe or suspicious situations
- We protect our physical and mental balance during extended travel phases and take signs of overload seriously

## Your contribution

Every trip is different and so are its risks. Prepare smart, rest when you can and speak up when something feels off. If you see someone struggling, check in with them.

Because travel should take us forward but not wear us down.

# Professional conduct with officials and hosts

International travel puts us in direct contact with a wide range of officials – border agents, customs officers, police, security services and local authorities. These interactions may be routine, brief or informal, but they are always moments of visibility.

We show respect, patience and professionalism in every interaction. Because when representing our team abroad, the way we handle authority says everything about who we are. And we never act or appear to act as if we're trying to influence outcomes.



## Why it matters

On the road, we depend on clearances, permits and approvals to move people, freight and equipment safely and on time. Tensions can rise when things are delayed, misunderstood or questioned. But showing frustration or disregarding the process never helps and can make things worse.

Public officials operate under their own laws and standards. Even small gestures such as a favour, gift or remark can be misinterpreted as an attempt to influence. That's why we stay respectful, clear and neutral – in tone and action.

## What it means in practice

- We remain calm, cooperative and respectful in all interactions with public authorities even under pressure
- We follow all procedures at borders, airports and venues precisely and never offer favours or special treatment
- We avoid any behaviour that could be seen as trying to "smooth the process" – including informal gestures, tips or gifts

## Your contribution

What you say, how you act and what you don't do all matter when dealing with public officials. Even small gestures can be misunderstood, especially in unfamiliar settings.

By staying respectful, restrained and precise, you protect not only yourself, but the team's reputation. Because influence isn't just about intent. It's also about perception.

# Digital discipline on the road

When we travel, so does our data – on laptops, phones or USB sticks as well as in documents, cloud systems and conversations. Whether at the airport, in a taxi, at a hotel or trackside: confidentiality and digital security don't stop just because we're not in the office.

We are trusted with information that matters – about people, performance, technology and strategy. Keeping that data safe isn't just a technical task. It's a mindset. Especially when we're on the move.



## Why it matters

On the road, the risk of data loss, theft or misuse increases. Devices can be lost or stolen. Screens can be visible. Conversations can be overheard. Wi-Fi networks can be unsafe. And unfamiliar environments often lead to informal habits.

At the same time, we may carry or access personal data – of team members, guests, partners or suppliers. Failing to safeguard that data isn't just a technical issue. It's a legal and ethical one.

## What it means in practice

- We lock screens and secure devices at hotels and venues and while in transit and shared workspaces
- We avoid working with sensitive data in public areas (e.g. airports, lounges, cafés) or in the presence of unauthorised individuals
- We report lost or compromised devices immediately even if unsure whether data was affected

## Your contribution

Being mobile doesn't mean being careless. Treat your devices and data like race-critical components: handle them with discipline, secure them at all times and never assume "it'll be fine just this once."

Because when it comes to data, trust follows behaviour not location.

# Integrity in business – fairness, compliance & trust

04

# Conflicts of interest

We always act in the best interest of the team and the company. We separate business from personal matters. And we are transparent whenever a situation could give rise to a conflict, even if unintended.



## Why it matters

In our sport, milliseconds matter. So do decisions. Integrity means more than just following rules – it means taking decisions that are fair, factual and free of personal interest. As a team – trusted by fans, partners and a global brand – we cannot afford decisions that could raise doubts about our independence, on or off the track.

Conflicts of interest arise when private interests, whether financial, personal or relational, influence or appear to influence, professional judgement. Even the perception of bias can damage our credibility, especially in a world as visible and partnership-driven as Formula 1®.

## What it means in practice

- We do not make business decisions that affect companies in which we or close relatives have a personal stake
- We do not participate in selection or procurement processes where we have private relationships with candidates
- We avoid situations where invitations could compromise independent judgement or be perceived as doing so

## Your contribution

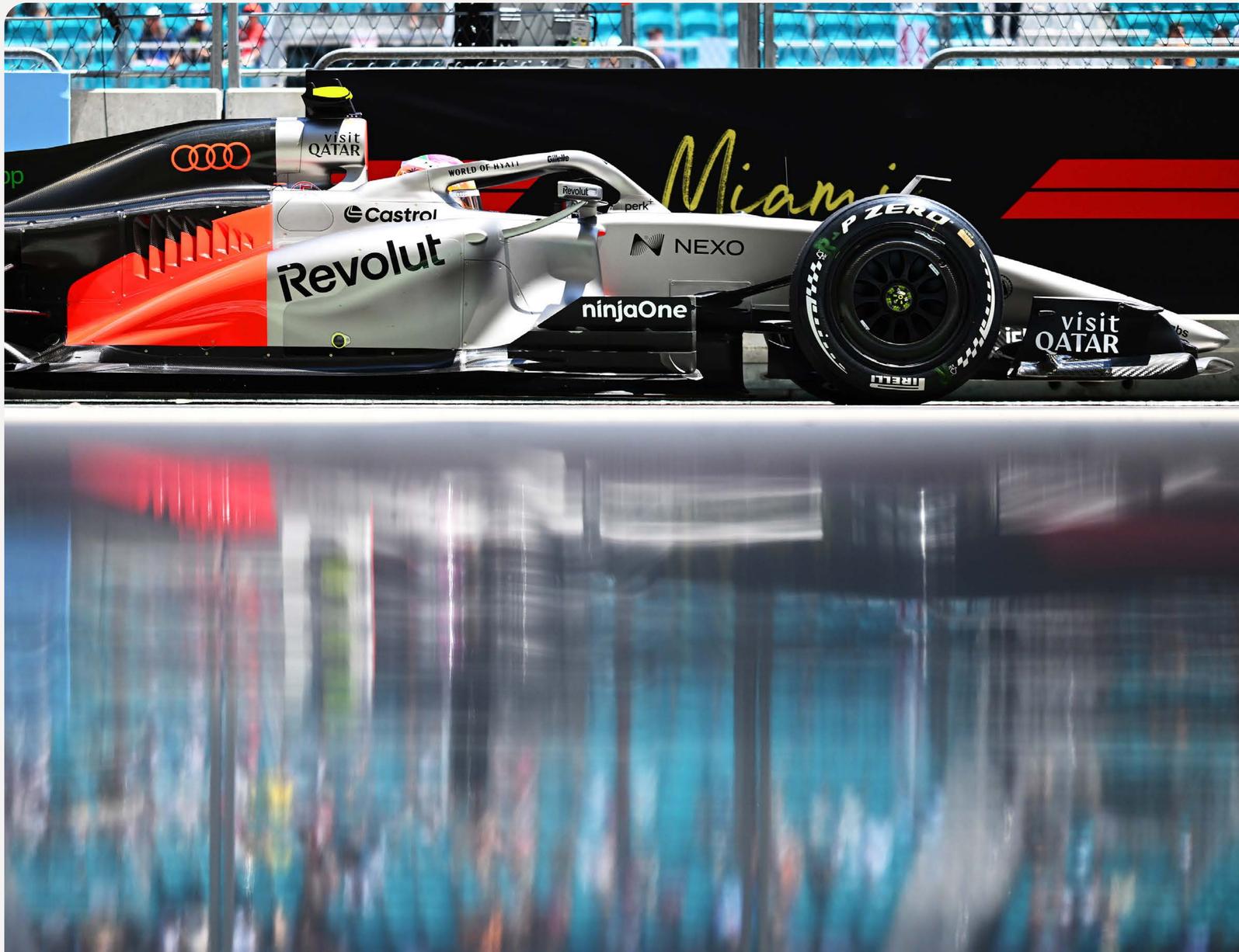
If you believe you may be in or at risk of a conflict of interest, speak up early. Transparency builds trust. Silence creates risk.

# Benefits and prohibition of corruption

We value respectful, professional relationships and that includes the occasional gesture of appreciation. A modest gift, a business lunch or a hospitality invitation can be part of that. But there's a line between appreciation and influence and we do not cross it.

We never accept or offer benefits that could affect our decisions, create a sense of obligation or raise doubts about our impartiality. That applies not only to money or valuables, but to anything that could be seen as a way to gain favour, including offers that seem well intentioned.

In our team, performance speaks for itself. Undue influence has no place – not in procurement, sponsorships or our daily work.



## Why it matters

Corruption can start quietly – with a favour, a shortcut or an invitation that seems harmless. But it damages trust, violates laws and puts our reputation at risk. In a high-stakes, highly visible sport like Formula 1®, even the appearance of bias can undermine what we stand for.

## What it means in practice

- We only accept or give gifts, invitations or hospitality when they are clearly appropriate, occasional and in line with our internal rules
- We decline benefits that could appear to influence our decisions, especially in procurement, sponsorships or official interactions
- We exercise particular caution during contract negotiations or interactions with public officials

## Your contribution

You don't have to reject every gesture but you do need to assess it. Would you feel comfortable if your decision was made public?

If the answer isn't clear, ask. Because professionalism doesn't stop at the gift table. It starts there.

# Prohibition of money laundering and terrorism financing

We only do business with partners and customers who play by the rules. That includes knowing where money comes from and where it goes. We do not tolerate any involvement in money laundering or the financing of terrorism, whether intentionally or through negligence.

As a team in a global, high-value sport, we operate in an environment where reputational and financial risks are real. That's why we remain alert, especially when it comes to financial and international transactions.



## Why it matters

Money laundering hides the origins of criminal profits. Terrorism financing channels resources to violent causes. Both are illegal, unethical and incompatible with everything we stand for.

Even unintentional involvement can lead to serious legal consequences, reputational damage and broken trust. That's why we check carefully before we engage and stay transparent in everything we do.

## What it means in practice

- We escalate suspicious behaviours, transactions or counterparties promptly through the appropriate internal reporting channels
- We ensure that invoices match the actual service provided, in terms of value, scope and recipient
- We question unusual payment routes, offshore bank accounts or third-country beneficiaries without clear justification

## Your contribution

You don't need to be a financial expert to notice when something doesn't add up. Unusual payment terms? Unexpected account details? A sponsor with an unclear background? Trust your instincts and raise questions.

By staying alert, asking early and refusing to look the other way, you help protect our team from serious risk. It's not about suspicion, it's about responsibility.

# Business partners, procurement and sales

We hold ourselves to high standards and we expect the same from those we work with. That includes suppliers, service providers, commercial partners and anyone representing our name externally.

Before we enter a business relationship, we ask: does this partner share our values? Do they comply with the law? Do they act responsibly – economically, socially and environmentally?

Because integrity is not just how we work internally. It's how we build every connection that supports us.



## Why it matters

Every partner we select reflects on us and affects our performance, reputation and legal security. If a supplier violates human rights, engages in corruption, manipulates data or ignores environmental rules, it's not just their problem. It can become ours.

That's why we step back if a partner doesn't meet our standards.

## What it means in practice

- We select partners based on transparent criteria – not personal preferences or informal recommendations
- We conduct background checks for new or critical suppliers and service providers where needed
- We decline cooperation with partners whose conduct exposes our company to significant legal, financial or reputational risks

## Your contribution

You influence who we trust and who represents us. Act with care, follow the rules and raise concerns if something feels off. Because strong partnerships don't start with good deals. They start with good principles.

# Accounting and financial reporting

Accurate, honest and timely reporting is the foundation of sound decision-making. Whether it's a cost entry, a supplier invoice, a travel expense or a project booking: we document what happened, as it happened – no rounding, no shortcuts.

Reliable data enables effective steering, transparency and legal certainty for us and for those who rely on our reporting.



## Why it matters

Incomplete or inaccurate records distort the picture, both internally and externally. They can mislead management, damage trust and violate laws or audit standards.

That's why financial integrity isn't just an accounting issue. It's a responsibility shared by all of us – across departments and roles.

## What it means in practice

- We record financial data truthfully, completely and in accordance with legal and internal requirements
- We ensure that supporting documents (e.g. contracts, invoices, receipts) are consistent, correct and archived as required
- We never create, alter or delete records in a way that could mislead others

## Your contribution

You don't have to be in finance to support financial integrity. Your accuracy, diligence and questions help ensure that what we report is not just numbers but the truth.

# Taxes and customs

Whether it's moving a gearbox across continents or submitting an invoice for services rendered, we follow tax and customs rules precisely, honestly and in good faith. As a travelling team with global operations, we depend on cross-border movement. That makes compliance non-negotiable.

We don't disguise value. We don't manipulate invoices. And we don't play games with customs declarations.



## Why it matters

Incorrect or misleading declarations, even unintentional ones, can lead to fines, confiscation, legal proceedings or reputational damage. In some jurisdictions, minor irregularities are treated as criminal offences. Tax fraud and customs evasion are not administrative issues – they are breaches of law and integrity.

Accuracy and transparency keep us moving.

## What it means in practice

- We ensure that all customs declarations and tax documents are truthful, complete and in line with applicable law
- We declare all required taxes honestly, including import VAT, local service taxes and cross-border charges
- We never alter or "simplify" commercial values to expedite processes

## Your contribution

Whether you manage budgets, submit invoices, approve expenses or work with external partners, your accuracy matters. Correct tax handling and clear documentation are not optional details. They are a reflection of our integrity.

If something feels unclear or inconsistent, ask before you approve. Because honest reporting isn't just compliance, it's how we show that we're serious about doing things right.

# Dealings with public officials

We treat public officials, whether local authorities, customs officers or university representatives, with respect, professionalism, and transparency. In any interaction with government representatives, we follow strict rules and high standards. Why? Because even small gestures can carry legal and ethical weight.

As a team operating globally, we often deal with public entities for permits or logistics. In these situations, we stay especially mindful. What might seem like a friendly courtesy can be interpreted as an attempt to exert influence. And that's a line we don't cross.



## Why it matters

Public officials are held to different standards and so are we when dealing with them. A meal, a travel invitation or a gift that's acceptable in a business context may be illegal in a government context.

Missteps here can lead to regulatory violations, reputational damage or even legal sanctions. Clarity, caution and documentation are essential, especially during race weeks and site visits.

## What it means in practice

- We recognise public officials even when their roles are not obvious, including customs staff, police or public sector advisors
- We communicate clearly, factually and professionally without making informal promises, suggestions or commitments
- We don't offer "facilitation" or "expediting" payments, regardless of local practice

## Your contribution

You represent the team, even when no camera is running. If you are in contact with customs, regulators or public security at events, act with integrity and follow the rules. Ask before you act, not after.

Because how we engage reflects who we are.

# Dealing with the FIA

As a team operating at the highest level of international motorsport, we work in close coordination with the fédération internationale de l'automobile (FIA) and its representatives, at races, during inspections and throughout the season.

We treat these interactions with the same professionalism, accuracy and transparency we apply to all regulatory matters. Our credibility depends not only on what we do but on how openly and respectfully we do it.



## Why it matters

The FIA ensures that our sport remains fair and safe. If we expect others to play by the rules, we must do so ourselves – visibly and reliably.

## What it means in practice

- We follow all FIA rules and requests with integrity – not just for compliance, but out of principle
- We avoid any behaviour that could be seen as manipulative, obstructive or disrespectful
- We communicate facts clearly and avoid omissions or delays

## Your contribution

You may not speak to the FIA directly, but your work speaks for us. Every part, process and protocol contributes to the picture we present. Take care how you document, explain and represent your area.

Because fair competition is not just about what happens on track. It's about how we conduct ourselves everywhere else.

# Innovation, information & confidentiality

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# Handling company assets

From workshop tools to travel budgets, from IT devices to intellectual property – company assets take many forms. They represent value, responsibility and trust. How we handle them says a lot about how we work.

We use our resources efficiently, carefully and only for their intended purpose, whether they are physical, digital or financial. Because what we've been entrusted with is not ours. It's the team's.



## Why it matters

Every franc we spend, item we use and system we access affects our ability to perform and to do so responsibly. Misusing team resources, even in small ways, leads to inefficiency, risk and lost credibility.

We operate in a high-performance environment. That includes precision in how we use what we've been entrusted with.

## What it means in practice

- We spend responsibly, whether booking travel, ordering parts or approving services
- We follow internal procedures for budget requests, approvals and documentation
- We do not manipulate, split or reassign costs to bypass approval limits or create convenience

## Your contribution

You may not think of yourself as managing resources, but you do. Every click, cost and decision adds up. Be precise. Be mindful. Ask if unsure.

Because what we build together depends on how we use what we have.

# Security and protecting information, know-how and IP

Our ideas, concepts and knowledge are what set us apart. From technical specifications and performance data to strategy documents and future concepts – what we develop, discover or design is valuable. And protecting it is everyone's responsibility.

We treat internal knowledge as confidential, regardless of format, medium or department. What we learn here, stays here.



## Why it matters

Leaks, careless communication or even unintentional disclosures can harm our competitive position, undermine trust and violate legal obligations. Intellectual property isn't just a legal term, it's the foundation of what we're building.

Protecting our knowledge base ensures we stay one step ahead.

## What it means in practice

- We avoid discussing sensitive topics in unsecured environments (e.g. planes, hotels, events, public spaces)
- We store documents, prototypes and data securely – physically and digitally
- We remain discreet, even after our time with the team has ended

## Your contribution

If you have access to something valuable, protect it like you would protect a critical component. Lock it away. Don't talk about it in the wrong place. And if in doubt, say less, never more.

Because every detail we keep safe keeps us ahead.

# Data protection

As a Formula 1® team, we work in a fast-moving environment. Data flows constantly across systems, borders and devices, making data protection both a legal obligation and a daily responsibility.

Personal data is any information that identifies or can identify a person – such as names, email addresses, phone numbers, ID numbers, IP addresses or location data. We treat personal data with the same respect we expect for our own. Whether it's the details of a job applicant, a partner contact, a guest at a race weekend or a team member's travel itinerary, we handle personal information carefully, lawfully and with purpose.

Privacy builds trust – and trust builds performance.



## Why it matters

Personal data is sensitive and valuable. Mishandling it can lead to legal consequences, reputational damage and loss of confidence from employees, partners or fans. In a digital and highly connected team like ours, data protection is part of our credibility.

## What it means in practice

- We only collect, process and store personal data when we have a clear legal basis and legitimate purpose
- We only gather and use personal data that is truly needed and delete it promptly when we no longer need it
- We protect data with appropriate technical and organisational measures, especially on mobile devices, shared systems and during travel

## Your contribution

Be mindful. Personal data isn't "just admin", it's someone's story. In line with our internal regulations, check before sharing, secure before storing and delete when no longer needed. And if in doubt, ask before you click.

Because protecting people starts with protecting their information.

# Export control

We operate globally but not everything we develop is free to cross borders. Some of our technologies, materials and data are subject to export control laws. These laws exist for good reason and we comply with them fully.

Whether it's physical components, encrypted software or technical documentation: we check before we transfer, share or ship.

Export control isn't just for customs, it's a core part of responsible innovation.



## Why it matters

Export control regulations exist to protect security, prevent misuse of technology and ensure international compliance. In a Formula 1® environment – where we work with advanced materials, high-performance systems and global logistics – these rules are more than legal formalities.

A single unregistered shipment, an unrestricted data transfer or a file shared across borders without approval can trigger serious legal consequences for the company and for individuals. Even small oversights can violate international sanctions or export laws.

Knowing the rules isn't bureaucracy, it's a safeguard for our team, our innovation and our freedom to operate worldwide.

## What it means in practice

- We verify whether products, software or data require export licences before sending or granting access
- We do not bypass export rules by using intermediaries or private channels
- We avoid bringing sensitive components, files or devices to other countries without clearance

## Your contribution

Whether you ship, code or travel, know what you carry. Export control isn't about red tape. It's about knowing the rules that let us move safely, legally and with integrity.

Because some of our sharpest ideas need strong borders.

# IT security

We rely on digital systems every minute of every day to develop, simulate, communicate and compete. That's why we treat IT security as a fundamental part of our operational reliability. Whether it's a server, laptop, mobile device or cloud platform, if it connects to our infrastructure, it must be protected.

IT security isn't just a technical topic. It's a team discipline.



## Why it matters

Cyberattacks, system failures or data breaches can shut down development processes, leak sensitive information or compromise operations at the worst possible moment, like during race weekends or logistics planning.

Most threats don't start with hacking. They start with inattention: a weak password, a link clicked too quickly, a device left unattended. That's why awareness is the strongest firewall we have.

## What it means in practice

- We don't install unauthorised software or use unapproved devices on company systems
- We secure laptops and phones, especially during travel and on-site at events
- We contact IT or security immediately if we notice anything unusual – no delay, no assumptions

## Your contribution

You may not manage firewalls but you are one. By staying alert, following best practices and reacting quickly, you help keep our systems secure and our performance uninterrupted.

Because in a data-driven sport, secure access is everything.

# Sustainability and responsibility

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# Human rights

We support and protect human rights. We don't tolerate any form of discrimination, forced labour, child labour, harassment or exploitation – neither within our team, nor in areas of our business where we have direct influence.



## Why it matters

Respect for human rights is not optional, it's fundamental. As a globally operating Formula 1® team, we commit to upholding human dignity, fair working conditions and individual freedoms across all areas of our own organisation from our factory floor to the paddock.

We operate in high-performance, high-pressure conditions. That must never come at the cost of basic rights. We're all responsible for ensuring that our actions and decisions reflect this principle in the areas we control.

## What it means in practice

- We ensure that working conditions, including hours, safety and compensation, meet legal and ethical standards
- We don't look away when we see violations of dignity, respect or equal treatment – in our direct surroundings or through services we manage
- We speak up when we see behaviours or situations that may indicate a risk to human dignity, especially in high-pressure, high-mobility contexts

## Your contribution

You're the first line of defence. If you witness practices that raise concern, whether related to employment, leadership behaviour, travel or accommodation, raise your voice. You're encouraged to report any concerns related to human rights or other breaches in our supply chain by contacting our grievance channel at grievance@audif1.com. Respecting human rights begins with you. And it starts here.

# Environmental protection

As part of a global sport and a future-oriented brand, we take responsibility for the environmental impact of our actions, especially when it comes to emissions, pollution and ecological footprint. Environmental protection isn't in conflict with performance, it's part of it.

We are committed to minimising harmful effects on the environment and integrating ecological thinking into every part of our internal and external operations, from vehicle development to event logistics. Whether in Hinwil or on the track, whether planning freight routes or using resources on-site: we act with awareness and purpose.

In Formula 1®, we go fast but keep our eye on the road.



## Why it matters

Motorsport operates under a spotlight. Our environmental choices are visible and they send a message. From energy consumption to emissions and waste, every operational step has an ecological consequence. That makes it our duty to reduce our footprint and avoid environmental harm wherever we can.

Environmental protection isn't a restriction. It's an invitation to improve how we operate – for the sake of the world we move in.

## What it means in practice

- We reduce our environmental impact by continuously managing emissions, consumptions and pollution – in logistics, trackside operations, infrastructure and the entire supply chain
- We reduce, separate and recycle waste, even in fast-paced and temporary event set-ups
- We select materials and products that meet environmental criteria and avoid harmful substances

## Your contribution

Whether you're in engineering, hospitality, travel or event logistics, the decisions you make shape our environmental footprint. Ask yourself: is this necessary? Is there a lower-impact option? Could we do it cleaner?

Because protecting the environment isn't a specific department's task. It's a commitment we all share and carry into the world.

# Sustainability

Sustainability in Formula 1® means making every resource count, not just for today, but for the long term. Time, materials, energy, tools, infrastructure and human effort: everything we use has a cost. Managing those resources wisely is not a constraint. It's how we build lasting performance.

We're committed to using what we need and only what we need. That applies across development, operations, logistics and infrastructure. Resource responsibility doesn't slow us down. It makes us smarter, leaner and more resilient.



## Why it matters

Every part we replace, every shipment we send and every standby system we don't use consumes resources. If we want to stay agile, future-ready and credible, we need to consider how we allocate and extend what we have, without compromising on safety or performance.

Sustainability is not about doing less. It's about doing better with what we've got.

## What it means in practice

- We avoid excess by managing material use proactively
- We maintain and repurpose wherever feasible, from IT equipment to garage set-ups
- We reduce idle time, standby consumption and redundant effort in our daily operations

## Your contribution

Sustainability starts with awareness and lives through decisions. You contribute by questioning the unnecessary, improving what's possible and balancing performance with responsibility.

Because we don't just want to win races. We want to build something that lasts.

# Supply chain

Our responsibility doesn't end with our own operations and it doesn't stop at our direct suppliers. We're part of a complex, global network, and while we may not see every detail, we're aware that the choices we make – and the partners we work with – shape the broader impact we have.

That's why we aim to work with suppliers who share our standards and values. We expect them to act responsibly within their own supply chains. Transparency and diligence begin with awareness and willingness.



## Why it matters

Serious risks to people, the environment or business integrity often emerge where visibility is limited – in subcontracting, raw material sourcing or cross-border services. If such issues become associated with us, they can damage trust, credibility and long-term performance.

We may not control every step, but we can influence the direction. A responsible supply chain is built through dialogue, clear expectations and readiness to address concerns even when they're not directly under our roof.

## What it means in practice

- We take supply chain ethics into account when choosing suppliers, together with quality, performance and cost
- We stay alert to warning signs, especially in high-risk categories or unfamiliar geographies
- We support efforts to make the chain more transparent, traceable and accountable

## Your contribution

You may not see the full supply chain but your actions influence it. Whether you define requirements, evaluate offers or coordinate delivery: your awareness helps ensure that no shortcut at the far end becomes a risk for us.

Stay curious. Ask questions. Because a responsible supply chain starts not with control but with commitment.


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