

## **Final declaration of the German National Contact Point for the OECD Guidelines for Multinational Enterprises in response to a complaint against Audi AG for violating the OECD Guidelines for Multinational Enterprises**

On August 5, 2014, an individual (hereinafter complainant) filed a complaint with the German National Contact Point for the OECD Guidelines for Multinational Enterprises (NCP).

The complainant accused the company of having violated section 9 of the General Principles which stipulate that no discriminatory or disciplinary action shall be taken against employees who in good faith report to the management or, where appropriate, the competent authorities about practices that violate applicable law, the Guidelines or the company's corporate policy.

As part of the OECD Declaration on International Investment and Multinational Enterprises and being based on the principle of voluntary commitment, the OECD Guidelines for Multinational Enterprises are recommendations for responsible business conduct in matters of foreign investment. The governments of the OECD Member States and of other participating countries have committed themselves to promoting the application of this code of conduct via their respective NCPs and to seeking solutions in the case of complaints by way of confidential mediation and with the involvement of relevant partners.

According to the Procedural Guidance of the OECD Guidelines for Multinational Enterprises, the NCP had begun an initial assessment as to whether the issues raised in the complaint warrant a more detailed examination. The company was given the opportunity to comment. In a letter dated 6 October 2014, the accusations were denied by the company.

In labour court proceedings conducted in parallel to the above proceedings, the complainant and the company agreed on a court settlement. The complainant thereupon declared by email of 28 August 2014 that he will withdraw the complaint.

A further investigation into whether the complaint should be accepted by the NCP for in-depth examination was therefore not necessary. The proceedings were discontinued and are thus terminated.

Berlin, 21 October 2014

For the National Contact Point  
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