

## Responsibility towards employees and society

---

### Fair working conditions and work environment

We promote fair working conditions and a corporate culture defined by respect, appreciation and equal opportunity. We do not tolerate any discrimination, harassment or bullying. Our work environments are safe places. Occupational health and safety are upheld through safety measures and regular training. We support the personal and professional development of our employees and make sure that the salaries and social benefits we offer always meet or exceed legal standards. We expect our business partners to uphold these principles.

### Fair and equal treatment

We do not tolerate any discrimination on the basis of ethnicity, religion, age, gender, sexual orientation, skin colour, health impairments or other impermissible grounds. Employees are appraised solely on the basis of their skills and qualifications. We maintain a strict zero tolerance policy when it comes to racism and discrimination.

### Compliance with international human rights standards

We are committed to observing international human rights and the core labour standards published by the International Labour Organization (ILO). We strictly reject any form of child labour, forced labour or modern slavery, both within our company and across our supply chain.

We promote transparency, fair working conditions and responsible actions across our value chains in accordance with the latest European and German standards such as the German Supply Chain Due Diligence Act and the EU Corporate Sustainability Reporting Directive.

### Our commitment to diversity, fairness and inclusion

We believe that a workforce made up of colleagues from a diverse range of backgrounds, perspectives and experiences is one of our company's key strengths. Different perspectives foster innovation and help us gain a better understanding of and meet the needs of our international customers.

We provide a work environment that offers all employees the same development opportunities regardless of their gender, age, ethnicity, religion, sexual orientation, disability or other personal characteristics. To us, inclusion entails respecting each individual, giving them a voice and allowing them to grow safely within the company.

This commitment extends to all employees around the globe along with our collaborations with partners, suppliers and customers.