

Principles of Human Rights and Social Responsibility of the Tekfor Group (Standing: November 30, 2017)

Preamble

The Tekfor Group companies are committed to developing and establishing a corporate culture and corporate processes that consider human rights as the essential foundation for our business activities. We follow the Universal Declaration of Human Rights and the Guiding Principles on Economics and Human Rights of the United Nations. In addition, we respect the OECD Guidelines and the Declaration of Principles of the UN International Labour Organization (ILO) concerning Multinational Enterprises and Social Policy. We are committed to an open and constructive dialogue with all relevant stakeholders of the Tekfor Group companies. Some of these principles are reflected congruently in our Code of Conduct. These principles do not allow direct or indirect claims of employees or third parties.

Social Responsibility

We respect the laws and culture of every country in which we operate.

Diversity, Equal Opportunity, Respect and Appreciation

We respect and promote diversity. All employees at Tekfor enjoy equal opportunity, regardless of age, gender, race, nationality, religion or sexual orientation.

Human Rights

We respect and observe human rights and actively promote their observance within the scope of our possibilities.

Child Labor

The Tekfor Group does not tolerate child labor in its own companies, and makes sure that this also applies to its suppliers.

Forced Labor

Tekfor refuses to accept any form of forced labor.

Labor Relations

Freedom of Association and Collective Bargaining
We respect our employees' freedom of association and right to collective bargaining in accordance with national laws and regulations.

Remuneration

The companies of the Tekfor Group honors the right to adequate remuneration on the basis of the applicable legal framework conditions and, in particular, stick to minimum compensation rules or are above the minimum compensation level.

Working Time Policy

The companies of the Tekfor Group comply with the legal regulations regarding working time and the organisation of working time.

Suppliers and Business Partners

We appreciate all contributions of our suppliers and business partners. We cooperate closely with our partners, with trust and fairness, in order to achieve a high level of benefit for all those involved. We also convey our principles laid out here to our partners and encourage them to respect, observe and implement them.

Eschborn, November 30, 2017

Tekfor Group



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