

Kalle

Principles of Corporate Social Responsibility

Kalle GmbH is committed to social responsibility in compliance with internationally recognised labour and social standards.

Respect for Human Rights

We respect and support the compliance with internationally recognised human rights.

No Discrimination

We avoid any form of discrimination against our staff members based on gender, race, disability, ethnicity or cultural background, creed or ideology, age or sexual orientation.

Health at Work

We vouch for safety at work and the protection of health at work within the scope of national regulations and promote their constant advancement.

Fair Working Conditions

We respect our employees' freedom of association and their rights of free assembly within the framework of existing law. We are committed to a living wage, the payment of overtime, the limitation to the regular and maximum number of working hours as well as the entitlement to periodic paid holidays for our employees, taking into consideration the legal and poss. collective regulations. We support our employees in their desire to pursue and obtain further professional education and qualifications in addition to promoting their personal development. Within the scope of the law, we contribute to creating social stability in the event of an employee's illness, incapacity to work and pension plan.

No Forced Labour

We oppose any form of forced labour.

No Child Labour

We comply with the United Nations' regulations on children's rights. If the respective national law pertaining to child labour and the protection of minors is more stringent than those standards shall prevail.

Suppliers

We encourage our suppliers to embrace similar principles of social responsibility and to require their suppliers to do the same.

Wiesbaden, 4 December 2012

Dr. Walter Niederstätter

Dr. Jürgen Ahl