



This is what we stand for.

Zero tolerance for discrimination, bullying and harassment

Collegial behavior are the basis for a positive internal working climate. This is also anchored in our corporate culture and our work rules. We say **NO** to:

Discrimination (disadvantages due to origin, skin color, gender, religion or belief, disability, age, sexual identity)

Bullying (regular harassment, discrimination, exclusion, defamation, threats and spreading of rumors over a longer period)

Sexual harassment (sexual innuendos, gestures, messages, showing sexist images, unwanted touching, or forced sexual acts)

Such social misbehavior against human dignity and personal rights has serious consequences:

- Disturbances of labor peace as well as a stressed work environment
- Health impairments of the affected persons

This and similar harassment will not be tolerated in our company. Help to maintain a positive internal working atmosphere and expose attacks on it.

What to do in case of social misbehavior?

On intranet EKOweb (the compliants' page) as well as on the company's website, you will find helpful information and an overview of the complaint options and links. Additional information on this topic will be regularly added.

Eisenhüttenstadt, 05. 05. 2022

Your Management and Works Council