

International Labour Organization (ILO) convention

We hereby confirm by agreement, compliance with the following principles and rights at work from selected International Labour Organization (ILO) conventions:

I. Employment is freely chosen in accordance with the Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105) • There is neither forced or compulsory labour in the sense of work or service, nor are workers obliged to store their identity papers with their employer. Workers shall be free to terminate their employment after reasonable notice.

II. Freedom of association and the right to collective bargaining are respected in accordance with the Freedom of Association and Protection of the Right to Organise Convention (No. 87) and the Right to Organise and Collective Bargaining Convention (No. 98) • For furthering and defending their interests, workers or employers are enabled to form organizations. Also, a worker shall be able to join an organization while being protected against acts of anti-union discrimination in respect of their employment by their employer, that has an open attitude towards the activities of trade unions and their organisational activities.

III. Child labour shall not be used, in accordance with the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182) • There shall be no new recruitment of child labour. Further, persons younger than 18 years shall not be employed at night or in hazardous conditions.

IV. No excessive working hours are allowed in accordance with the Hours of Work (Industry) Convention (No. 1) and the Weekly Rest (Industry) Convention (No. 14) • Working hours shall never exceed 48 hours per week and shall comply with national laws or with common industry standards, if they provide greater protection. Voluntary overtime shall neither exceed 12 hours per week, nor be demanded on a regular basis, nor represent a significantly higher likelihood of occupational hazards and shall be compensated appropriately

V. No discrimination is practised, in accordance with the Equal Remuneration Convention (No. 100) and the Discrimination (Employment and Occupation) Convention (No. 111) • There is no form of discrimination, e.g. in hiring, compensation, access to training, promotion, termination or retirement, based on race, caste, ethnic or national origin, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, social background, or any other condition that could give rise to discrimination.

VI. Equality of all women in the workforce shall be promoted and pregnancy shall be protected in accordance with the Maternity Protection Convention (No. 183) • Women during and after pregnancy shall be ensured appropriate health protection, including a maternity leave of at least 15 weeks, leave in case of illness or complications, medical benefits as well as employment protection and non-discrimination.

General Manager