



The EMD Social Charter

As a family-owned company, we have striven throughout the centuries to follow ethical principles and values. We have always endeavored to be perceived as a company that recognizes certain key values and goes to great lengths to protect them. Today, in times of globalization, stronger competition and change, such values become even more important. They provide the foundation upon which the company is built.

Trust, honesty, openness and mutual respect characterize our corporate culture. Treating all employees fairly and in compliance with local laws and regulations is a matter of course. We adhere especially to this claim with respect to the following topics:

OCCUPATIONAL HEALTH AND SAFETY

We ensure the creation of safe and hygienic working conditions in compliance with the respectively applicable laws and regulations. Employees are trained so that they can contribute to a safe and hygienic working environment.

WAGES AND SALARIES

Wages and other benefits must at least correspond to the lowest legal limit and be paid.

WORKING HOURS

Regular working hours and overtime may not exceed the maximum legal limits.

FREEDOM OF ASSOCIATION

We respect the right of employees to form or join organizations and to voice their concerns about important issues in a lawful manner. The right to negotiate collectively may not be restricted.

NON-DISCRIMINATION AND EQUAL OPPORTUNITY

We do not tolerate discrimination based on gender, race, color, nationality, age, religion, sexual orientation, disability or on any other basis prohibited by law.

We recruit, hire, train and promote our employees based on this principle.

NO CHILD LABOR

We only hire people who are over the minimum age of employment as stipulated in the ILO Conventions and national law.

NO FORCED LABOR

Everyone should be working of his or her own free will; the company does not accept any form of forced labor. Employees have the right to terminate the employment relationship after giving a reasonable period of notice.

PREVENTION OF ABUSE AND HARASSMENT

Everyone in the company should aim to foster a working environment in which all company employees are treated in a fair manner, based on the principles of nondiscrimination, respect and human dignity.

PREVENTION OF BRIBERY AND CORRUPTION

No employee or member of his or her family may demand or accept from suppliers or customers money or a gift for personal gain that is connected with the company's business relationship with that customer/supplier. Likewise, employees and their families may not give suppliers or customers money or gifts.

If regular social interaction between business partners requires invitations or small gifts, then giving or receiving such benefits is permitted, to the extent and as long as the legal requirements are met, and such benefit does not cast any doubt on the employee's or recipient's motives.

The above rules also apply to relations involving governmental authorities.