

# Guidelines on human rights and working conditions

C&U Europe\*

CUE-H-0135-V02-EN

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Our business conduct is based in particular on the following standards and guidelines:

- The United Nations (UN) Declaration of Human Rights <http://www.un.org/en/documents/udhr/>
- The UN Convention on the Rights of the Child <http://www.ohchr.org/en/professionalinterest/pages/crc.aspx>
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises <http://www.oecd.org/dataoecd/56/36/1922428.pdf>
- Guiding Principles on Business and Human Rights [http://www.ohchr.org/Documents/Publications / GuidingPrinciplesBusinessHR\\_EN.pdf](http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf)

C&U Europe recognises that ethical standards expressed in local regulations vary from country to country. Where the provisions contained herein or international law and conventions differ from local regulations, the stricter regulation shall apply. This policy is therefore kept general and universally applicable. It is not intended to replace detailed regulations or procedural instructions. Rather, it aims to provide a clear understanding of the principles and values applied at and by C & U Europe GmbH by mentioning the core elements of individual and corporate responsibility of all employees.

### **Goal**

This policy reaffirms and clarifies the commitment to respect human rights. It complements all existing company policies, guidelines and instructions and aims to provide an optimal workplace for all C&U Europe employees in terms of health and ethical standards.

### **Scope**

This policy applies to all C&U Europe employees, including temporary employees, interns and trainees.

### **Right for a healthy and safe working place**

Protecting and promoting the health of employees is a top priority for C&U Europe. The company complies with the applicable occupational health and safety laws.

The responsible managers perform their duties at all times in accordance with the applicable occupational health and safety requirements. They ensure that their employees are regularly instructed in the relevant aspects of health and safety at work. In addition, C&U Europe actively promotes the physical and mental health of its employees in the area of health management.

\* applies equally to C&U Europe and C&U Europe Holding GmbH

## **Remuneration**

C&U Europe offers employees competitive and attractive remuneration, complemented by benefits.

## **Working hours**

C&U Europe complies at least with the applicable national working time regulations. The organisation of working hours and breaks takes into account both operational and individual concerns.

## **Protection against discrimination and harassment**

Equal treatment of all employees is a fundamental principle of C&U Europe's code of conduct.

C&U Europe does not tolerate discrimination or harassment of its employees. No one shall be discriminated, favoured or harassed on the base of sex, race, skin colour, religion, nationality, political or other opinion, ethnic origin, disability, age, sexual orientation or any other characteristic.

## **Freedom of Association and Right to Collective Bargaining**

C&U Europe recognises the right of all employees to form employee representatives and to bargain collectively to regulate working conditions. Non-affiliation to a trade union is neither favoured nor disadvantaged.

## **Prohibition of forced and child labour**

C&U Europe does not tolerate any form of forced or compulsory labour. The use of forced or unlawful compulsory labour in the course of business activities is fully rejected.

Furthermore, C&U Europe does not tolerate any form of child labour. Children must not be prevented from their education through employment and in this way be restricted in their development. Their dignity must be respected and their safety and health protected. C&U Europe respects the minimum age for employment and strictly rejects child labour. This applies in particular to the worst forms of child labour, such as hazardous work, which can harm the health, safety or morals of children.

## **Responsibility**

All C&U Europe employees are responsible for the implementation of and compliance with these guidelines. All professional actions must be aligned with the principles formulated herein. In the event of indications of possible human rights violations, employees may approach their own manager or contact HR. All questions and information will be treated confidentially.

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**Final provision**

This C&U Europe Policy on Human Rights and Working Conditions shall be valid from the date of its signature. No individual claims or claims by third parties may be derived from it.

Schweinfurt, 12 December 2023



Cornelia Moller-Atam  
HR Director

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