

Declaration for Freedom of Association & Collective Bargaining

As a company, we are committed to freedom of association and collective bargaining because we are convinced that the social rights and interests of our employees must be protected and respected. We respect the right of our employees to freely organize themselves into a trade union and to enter into collective bargaining with us.

We are convinced that collective bargaining should take place on an equal footing in order to ensure fair and appropriate working conditions for our employees. We strive for a trusting and respectful cooperation with the trade union (IG Metall) in order to find solutions together that take into account the interests of both the employees and the company.

We are committed to actively promoting and supporting freedom of association and collective bargaining in order to create a fair and balanced working relationship. By working constructively with trade unions, we strive to create a positive corporate culture in which the rights and needs of our employees are respected.

This policy applies to all individuals who work for or on behalf of the company in any capacity, including employees, directors, officers, volunteers, agents, contractors, consultants and business partners.

Date: 05.07.2025

Signature: _____



(Name and Position) Rainer Dietz CEO