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	Akt. Stand 28.02.18		

Respect for human rights is fundamental to the sustainability of Bauer Safety Engineering GmbH and the social environment in which we operate. In our Company we make sure that people are treated with dignity and respect. The Company is committed to working with and encouraging our partners to uphold the principles in this Policy and to adopt similar policies within their businesses.

### **Respect for Human Rights**

Bauer Safety Engineering GmbH respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

### **Community and Stakeholder Engagement**

The Company recognizes its impact on the environment in which it operates. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

### **Prevent Discrimination**

The Company values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualifications, performance, skills and experience. Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners with whom we work.

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

The Company respects our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

### **Safe and Healthy Workplace**

The Company provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are

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committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

### **Forced Labour and Human Trafficking**

The Company prohibits any form of physical abuse of employees as well as the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

### **Child Labour**

The Company prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

### **Work Hours, Wages and Benefits**

The Company compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

### **Protecting the Environment**

The Company conducts business in ways which protect and preserve the environment. We are eager to meet applicable environmental laws, rules, and regulations.

### **Management Systems**

The Company is working with appropriate and effective systems to control actions ensuring lawful compliance and respect for all human rights.

Hermann Bauer



General Manager  
Bauer Safety Engineering GmbH