

**Agreement between
RAG and IG BCE/ICEM
on
Cooperative Labor Relationships and the Protection of Good Working Conditions
within the Worldwide Business Activity of the RAG Group**

Recitals

RAG and IG BCE/ICEM acknowledge the importance of basic human rights within society and the right to humane working conditions. They have a common interest in constructive and cooperative labor relationships between Company management on the one hand and representatives of National Trade Unions and local level shop stewards on the other.

This agreement shall apply to the worldwide business activities of the RAG Group.

Aims

The aims of this agreement are:

- to reinforce social dialogue, and the mutual exchange of information and joint deliberations,
- to further the business success of the RAG Group,
- to assure good working conditions and their continuous improvement.

RAG and IG BCE/ICEM shall make every effort to ensure that labor safety, general labor conditions and labor protection will be at a standard at least equivalent to national best practice. RAG is committed to Sustainable Development and will take full account of the effects of production and distribution activities on nature and the environment.

The social rights and principles described hereinafter are orientated according to the relevant treaties and conventions of the International Labor Organization (ILO):

- The right to form trade unions for employee representation, to be a trade union member and be represented in collective bargaining on matters of common interests.
- The right to equal opportunities and equal treatment in the employment relationship.
- Salaries and other benefits shall at least meet the relevant national standards and norms.
- Working hours shall not be excessive.
- Child labor and forced labor will be prohibited.

Realization

Board members and employees in the RAG Group shall be informed about the signing of this Agreement and its contents as mutually agreed by the parties to the agreement hereunder, and the same shall be done by ICEM towards its member organisations.

A mutual exchange of views and information between union representatives and works councils will be facilitated.

RAG and IG BCE/ICEM shall regularly consult and inform each other about the implementation of this agreement and its verification. They shall, in case of conflicts or violations of this Agreement, without undue delay make the necessary contact to find a common solution.

The rights and duties established in connection with this Agreement are conclusively laid down herein, and apply only amongst the parties to this agreement. Therefore, third parties cannot base any claims on this Agreement.

Entering into Force

This Agreement shall come into force as of when signed by the parties and shall initially apply for one year, at which point it is intended that it will be reviewed, verified and extended.

Essen, the August 1, 2003

On behalf of
RAG Aktiengesellschaft

W. Martin Ueber

On behalf of Industriegewerkschaft
Bergbau, Chemie, Energie

Albrecht Jindrich

On behalf of
International Federation of Chemical, Energy,
Mine and General Workers' Unions

F. Rieger
Beaulang