

Joint Declaration on Fundamentals of Social Responsibility of the MANN+HUMMEL Group

Preamble

The continued globalization of the markets in goods and capital enables transnational groups to set up global production and distribution networks. These global networks imply social responsibility and respect for the fundamental principle of people co-existing and working together in harmony. The group management, along with national and international workers' representatives, recognizes this social responsibility of the MANN+HUMMEL Group as a global company. Values-oriented corporate management should help utilize the opportunities of success for both the company and the workforce, while limiting any risks present. Ultimately, this is also important for international competitiveness and thus for the future of the MANN+HUMMEL Group and its employees. The group management and the national and international workers' representatives have established the following goals and implementation measures for the MANN+HUMMEL Group corporate activities worldwide. These will be implemented while complying with laws in force in the different countries and locations and while recognizing different cultural traditions.

1. Goals

The following basic goals and principles of implementation are inspired by the International Labour Organisation's core labour standards and in addition to national legislations take account in particular of ILO Conventions No. 29, 87, 98, 100, 105, 111, 138 and 182. The MANN+HUMMEL Group will comply with internationally recognized human rights.

1.1 Freedom of Choice for Employees

Working for the MANN+HUMMEL Group is a matter of choice. Forced and bonded labour, including slave labour and prison labour, will be rejected in accordance with ILO Conventions 29 and 105.

1.2 No Discrimination

The MANN+HUMMEL Group will guarantee equal opportunities and equal treatment regardless of ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social origin and political beliefs insofar as the basis is democratic principles and tolerance towards those with different opinions. Employees shall be placed neither at an advantage nor a disadvantage because of membership in a trade union or an in-house staff association.

1.3 No Child Labour

Pursuant to ILO Conventions 138 and 182 children should not have their development inhibited; they should be treated with dignity and their safety and health should not be put at risk. The MANN+HUMMEL Group will adhere to the general rules regarding the minimum age for admission to gainful employment.

1.4 Freedom of Association

The right of all employees to form associations to protect their collective interests and to engage in collective bargaining to agree working conditions is recognized.

The MANN+HUMMEL Group and the respective employee organizations will co-operate constructively in a spirit of good faith. Even in cases of disputes the goal shall always be to maintain viable cooperation in the long term.

1.5 Remuneration

Remuneration in the MANN+HUMMEL Group complies with current minimum rates of pay as guaranteed by law with no differentiation on the basis of gender. The MANN+HUMMEL Group observes the minimum standards currently in place in the respective branches at national level and follows current trends on the respective labour markets.

1.6 Working time

The MANN+HUMMEL Group will comply with the respective national rules and agreements on working time and paid leave.

1.7 Occupational Health, Safety and Environmental Protection

Occupational health, safety and environmental protection are an important feature of the corporate policy of the MANN+HUMMEL Group. In the area of occupational health and safety the MANN+HUMMEL Group will as a minimum comply with national regulations in respect of health and safety in the workplace; health and safety in the workplace and human working conditions are an important feature of the corporate policy. A right of nomination regarding occupational health, safety and environmental protection for the national workers' representation is honoured.



1.8 Qualifications

Employees of the MANN+HUMMEL Group are selected, hired and promoted on the basis of their job-related qualifications and skills. A targeted, continuous, demand-oriented skills enhancement for employees is supported so as to ensure high output and work of high quality.

2. Implementation Principles

The goals and principles of implementation set out in this joint declaration apply for the MANN+HUMMEL Group worldwide. Just like the principles outlined in the "Code of Conduct", they are an integral part of the corporate culture and an expression of the corporate identity of the MANN+HUMMEL Group and serve as a basis for internal and external actions of the company and its employees.

2.1 Dissemination

The contents of this joint declaration will be disseminated within the MANN+HUMMEL Group in the appropriate manner in the respective local language. The information type will be discussed with the workers' representative on site within the framework of the overall communication strategy of the MANN+HUMMEL Group.

2.2 Business Partners and Suppliers

The MANN+HUMMEL Group's business partners and suppliers will be encouraged to introduce comparable principles in their corporate structures and to apply them in the context of their own corporate policy. The MANN+HUMMEL Group expects its business partners and suppliers to use these principles as a basis in their mutual dealings and regards them as a suitable criterion for lasting business relationships.

2.3 Periodic Consultations

Consultations regarding compliance with the goals and implementation of the principles will take place once a year in the European Works Council with the participation of the IMF/EMF.

2.4 Complaints / Indications

In case of complaints or indications regarding a possible breach of this joint declaration, each employee can turn directly to his supervisor, the respective local workers' representative or the external ombudsperson appointed by MANN+HUMMEL, who will also treat the matter confidentially upon request. Employees that report a possible infringement or the breach of this joint declaration bona fide will not face reprisals.



2.5 Final clauses

This joint declaration shall enter into force on the day of its signing. No individual or third party claims can be derived from this joint declaration.

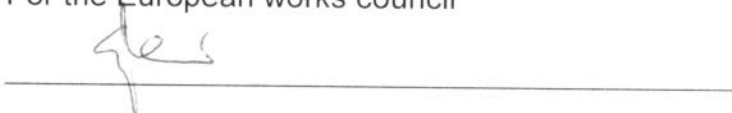
Only the German version of this declaration is binding.

Ludwigsburg, 24/6/11

For the MANN+HUMMEL Group



For the European works council



For the International Metalworkers' Federation (IMF)

