



METRO Group Principles on Social Partnership

The METRO Group is committed worldwide to fair and just working conditions. Open communication between employers and employees, as well as constructive co-operation based on responsibility with the authorized employee representatives, form a significant part of the Group's corporate culture. This applies to all countries in which the METRO Group is active.

The following principles on social partnership result from this attitude, and it is the adherence to them that provides sustainable support for the competitiveness and the image of the METRO Group in international markets:

1. In terms of a trusting co-operation the companies of the METRO Group respect the right to collective bargaining and their employees' freedom of association within the scope of national rights and laws. METRO Group ensures that employees, who have decided to become members of a union, are not dismissed or in any other way disadvantaged as a result of their union membership.
2. METRO Group takes a strictly neutral position as regards union organizations in the companies and stores. As a result, unionizing activities within national rights and laws are neither promoted nor hindered by local management.
3. In the scope of these principles, the local social partners are responsible for the concrete embodiment of social partner relations in their countries. A clash of interests or other conflicts, which can arise in the natural course of events, are discussed by the local management in an open and objectively conducted dialogue and dealt with fairly.
4. A constructive social dialogue offers both sides opportunities, when conducted by the social partners in such a way as to contribute to the improvement of the company's competitiveness and therefore to the sustainable security of local jobs. This concerns mutual respect from employer and employee representatives and the common aim of contributing to the company's long-term success.
5. Regular information and consultation between employer and employee representatives on cross-border issues strengthens international co-operation, increases mutual understanding and therefore supports internationalization as an engine for profitable growth in the Group. In the scope of social dialogue on an international level, the umbrella organizations of the national employer associations and unions in commerce are METRO Group's external partners. The METRO Group Euro-Forum constitutes the internal discussion platform for transnational topics.