

# The Corporate Charter of Diversity for Germany

## Diversity as a Chance

The diversity of modern society, influenced by globalisation and reflected in the demographic changes, is affecting economic life in Germany. We have come to realize that we can only be successful in business if we acknowledge and leverage diversity. That includes the diversity of our workforces and the diverse needs of our customers and other business partners. The diverse competencies and talents of management and staff open new chances for innovative and creative solutions.

The implementation of the Charter of Diversity in our companies aims at creating a work environment free of prejudice. We deeply respect all colleagues irrespective of sex, race, nationality, ethnic background, religion or worldview, disability, age, and sexual preference. The appreciation and promotion of these diverse potentials produce economic benefits for our businesses. We foster an atmosphere of respect and mutual trust. This will have positive effects on our reputation and integrity with our partners and customers in Germany and in the world.

## In the framework of this Charter we are committed to

1. grooming a corporate culture characterised by mutual respect and appreciation of every single individual. We seek to create conditions such that everyone (superiors and colleagues) respect, practice and acknowledge these values. This will require explicit support from leaders and superiors.
2. overseeing and assuring that our human resource processes will be compatible with the existing competencies, abilities and talents of our employees, as well as with our own performance standards.
3. recognising the diversity inside and outside our organisations, appreciating the intrinsic potentials residing in it, and endeavouring to utilise it profitably for our business.
4. ensuring that the implementation of the Charter will receive its due recognition and will make it a subject for internal and external communication.
5. making public on an annual and regular basis our own efforts and achievements at promoting diversity.
6. and keeping our own employees and colleagues informed and actively involved in the implementation of the Charter.

We are definitely convinced that practicing and appreciating diversity will have a positive impact on German society. We welcome and support this business initiative!

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**Business Organisation**

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**Prof. Dr. Maria Böhmer, German  
Minister for Migration, Refugees and  
Integration**