

# Diversity as an opportunity

## The Diversity Charter

### for diversity in the world of work

The diversity of modern society, influenced by globalisation and demographic change, shapes economic life in Germany. We can only be economically successful if we recognise and use the diversity that exists. This applies to the diversity in our workforce and the diverse needs of our customers and our business contacts. The diversity of our employees with their different skills and talents opens up opportunities for innovative and creative solutions.

The implementation of the "Diversity Charter" in our organisation aims to create a working environment that is free of prejudice. All employees should be valued - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability, age, sexual orientation and identity. Religion or belief, disability, age, sexual orientation and identity. The recognition and promotion of these diverse potentials creates economic advantages for our organisation.

We create a climate of acceptance and mutual trust. This has a positive impact on our reputation in business relationships and with customers, both in Germany and in other countries around the world.

In the **framework of this Charter**, we will

1. cultivate an organisational culture that is characterised by mutual respect and appreciation of each individual. We create the conditions for managers and employees to recognise, share and live these values. Managers and supervisors have a special obligation in this respect.
2. Review our HR processes and ensure that they reflect the diverse skills and talents of all employees and our commitment to excellence.
3. recognise the diversity of society within and outside the organisation, value its potential and use it to the benefit of the company or institution.
4. Make the implementation of the Charter a topic of internal and external dialogue.
5. publicly about our activities and **progress** in promoting diversity and valuing annually  
Provide information.
6. Inform our staff about Diversity and involve them in the implementation of the Charter.

We are convinced that living diversity and valuing this diversity has a positive impact on society in Germany.

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Gerald Schmedding  
Vorstand

We welcome and support the initiative of the organisations.



State Minister Annette Wilmann-Mauz  
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