

Our Commitment to

Human Rights and the Environment

We take care.

Our Human Rights and Labor Standards Code

We are committed to respecting internationally recognized human rights and to ensuring that these rights are upheld equally for every individual, regardless of gender, age, ethnic origin, or political and religious beliefs.

Our guiding principle, “We Care”, is a practical and relatable expression of these commitments. It brings our values to life through real-world examples and is visibly embedded across our locations.

As an international company, we respect and embrace the cultural diversity of our sites around the world. We recognize regional traditions, holidays, and celebrations, while also taking into account the varied needs and expectations of our employees. Through location-specific benefits and programs, we create working environments that reflect local circumstances and contribute to making our workplaces attractive for the long term.

Our leaders play a key role in this effort. They lead by example and demonstrate how these principles and workplace standards are an integral part of day-to-day collaboration. Compliance with this policy is mandatory for all employees and contributes significantly to the sustainable success of our company.

1.
Remain human
Whether customer, supplier, employee or manager: we treat each other with respect and fairness.

2.
Show respect
We make sure that you are well, keep you informed and are open to your questions and suggestions.

3.
Enjoy working
Work is an opportunity to grow, learn something new and achieve common goals.

4.
Provide a service
Our customers are people who entrust us with their orders and pay us. We therefore do our best to satisfy them every day.

5.
Keep moving
We like to celebrate joint and personal successes. They motivate us to make even more progress.

6.
Be open
We are committed to finding perfect solutions with good ideas. We are prepared to break new ground to achieve this.

7.
Make decisions
We would rather risk making the wrong decisions than nothing happening. Every employee has the opportunity to make their own decisions.

8.
Live with pleasure
Work is a part of our lives that brings us joy, money and success. But we know that there is more.

1. Child Labor and Young Workers

The OKE Group does not tolerate any form of child labor. Children must not be prevented from receiving an education through employment or otherwise be restricted in their development. Their dignity must be respected, and their safety and well-being must be protected.

In line with the ILO Core Labour Standards, the OKE Group complies with the applicable minimum age requirements for employment and strictly prohibits child labor. This includes, in particular, the worst forms of child labor, such as hazardous work that may harm the health, safety, or moral well-being of children.

Through the OKE Children's Aid Program (OKE Kinderhilfe), we actively contribute to providing children with a safe environment and better opportunities for the future.

2. Wages and Benefits

The OKE Group provides employees with competitive and performance-based compensation complemented by additional employee benefits through the OKE Plus program.

Employees are compensated fairly, both internally and in relation to external market standards. Consistent principles form the basis of a balanced global compensation system. Wherever applicable, compensation complies with legally mandated minimum wages and industry standards.

Across all OKE Group locations, individual performance and work results are key factors in determining compensation. Employees are rewarded for individual and team achievements in accordance with local policies and practices.

3. Working Hours

The OKE Group complies with all applicable national regulations governing working hours.

In addition, our working time principles define company-wide standards regarding rest periods, leisure time, vacation, and work-life balance. Working schedules and break arrangements take both operational requirements and individual needs into account and are based on established occupational health and ergonomic principles.

The OKE Group actively supports the balance between professional and personal life. Through a variety of working time models, parental leave options, and support for employees caring for family members, we help employees maintain a healthy work-life balance throughout different stages of their careers and lives.

Each OKE Group location develops and implements measures that reflect local and regional circumstances.

4. Modern Slavery

The OKE Group does not tolerate any form of forced labor, bonded labor, or involuntary work.

Consistent with the ILO Core Labour Standards, we strictly prohibit the use of forced, compulsory, or otherwise unlawful labor practices.

5. Freedom of Association and Collective Bargaining

The OKE Group recognizes the right of all employees to form and join employee representative bodies and to engage in collective bargaining regarding working conditions.

Our culture is built on a foundation of trust-based and constructive cooperation with employee representatives. Employees are neither favored nor disadvantaged because of their membership or non-membership in a labor union or employee representative organization.

6. Non-Discrimination and Harassment

Equal treatment of all employees is a fundamental principle of our corporate policy.

The OKE Group does not tolerate discrimination, harassment, or unequal treatment of any kind. No individual may be disadvantaged, favored, or harassed based on characteristics such as gender, race, religion, nationality, political or other beliefs, ethnic origin, disability, age, sexual orientation, or any other characteristic protected under applicable law, including membership in a national minority, pregnancy, or military veteran status.

Through our diversity initiatives, we actively promote an open, inclusive, and respectful workplace culture, beginning with recruitment and continuing throughout employment.

7. Women's Rights

The OKE Group explicitly recognizes that women's rights are human rights.

We support the political, civil, economic, social, and cultural empowerment of women and girls so they can fully exercise their rights and realize their potential.

To achieve genuine gender equality in everyday life, we remain committed to removing existing barriers and addressing challenges such as violence against women and unequal access to educational opportunities for girls.

Overcoming traditional gender stereotypes and promoting development opportunities for all employees are important elements of our corporate culture.

8. Diversity, Equity and Inclusion

Building on our commitment to non-discrimination and women's rights, we actively promote diversity, equity, and inclusion while protecting the rights of minority groups.

We believe that every individual has the right to their own identity and to equal opportunities. Intercultural dialogue based on openness, tolerance, and mutual respect is an essential element of protecting minority rights and fostering inclusion.

9. Rights of Minorities and Indigenous Peoples

To fulfill our responsibility regarding human rights, we consider relevant international human rights standards, including United Nations instruments that define and further clarify the rights of specific groups.

We respect the rights of individuals belonging to groups that may be particularly vulnerable to adverse impacts, including Indigenous peoples, women, national, ethnic, religious, and linguistic minorities, children, LGBTQ+ individuals, persons with disabilities, migrant workers, and their families.

10. Land, Forest and Water Rights; Forced Eviction

We do not participate in any unlawful forced eviction or unlawful deprivation of land, forests, or water resources in connection with the acquisition, development, or use of land, forests, or water resources.

We also recognize the special rights of Indigenous peoples and reject any activities that could result in their displacement or negatively affect their communities, livelihoods, or cultural heritage.

11. Use of Public and Private Security Forces

We rejectthe support of or cooperation with public or private security forces within our supply chains that unlawfully exercise control over mining sites, production areas, transportation routes, or local communities.

12. Ethical Recruitment

As a global company, OKE promotes diversity and encourages collaboration among employees and business partners from different cultures, backgrounds, and perspectives. We are convinced that successful cooperation is only possible through mutual respect and appreciation for every individual.

We do not tolerate discrimination, harassment, sexual harassment, or any other form of unequal treatment based on origin, nationality, gender, age, race, religion, belief, sexual orientation, disability, illness, or pregnancy.

We uphold equal opportunity both during recruitment and throughout employment. Potential employees are never misled about the nature of their work. We do not charge recruitment fees, withhold identity documents, or engage in any practices that could restrict an individual's freedom of employment.

(Version: November 2026)

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