

GEA

European works council

**Codes of Conduct
of
GEA AG**

Bochum

5.6.2003

Agreement

With respect to the Codes of Conduct of GEA AG

Preamble

As a company that operates worldwide with in excess of 14,000 employees in more than 200 individual subsidiaries GEA AG declares its support to open and fair world trade as a decisive requirement for further global economic growth. It will support to the best of its ability the combating of underdevelopment in third world countries and stands by its social responsibility. In this context it welcomes the principles of the "Global Company" and within the continuing process of internationalisation supports all the internal and external initiatives of a corporate social responsibility (CSR). It agrees to observe, secure or further extend the generally accepted ILO core working standards and human rights. The guiding principles of the OECD for multinational companies are thus applied by GEA AG!

The parties to the agreement are convinced that the economical, environmental and social objectives within the framework of corporate development based on sustainable development can be combined with the medium and long-term strategic visions and plans and also with the daily corporate decisions.

The executives and employees with their values and abilities attempt to comply with these general leitmotifs at all times in accordance with the GEA corporate culture and in the interests of ensuring customer satisfaction and also international competitiveness. The following binding rules have been stipulated in the following areas in knowledge of the mutual responsibility and in the conviction that this agreement makes an important contribution towards improved cross-border cooperation within the entire GEA group and also towards overcoming cultural and linguistic barriers:

- Human rights and equality of opportunity
- Promotion of the social, employment and environmental policy responsibility
- Cooperation and freedom of association
- Enhancement of the worldwide social dialogue
- Observation and advancement of generally accepted core working and cultural standards

Section 1 Subject matter of the agreement

1.1 Human rights

The parties to the agreement accept and support the extension of the general human rights in particular within the scope of its local/regional intervention options and towards their partners worldwide.

1.2 Equal opportunities and discrimination

The equality of all opportunities for the employees regardless of the colour of their skin, race, sex, religion, political opinion, nationality, sexuality, social origins or other differing characteristics is guaranteed (ILO Agreement No. 100 and 111).

The parties to the agreement stress the principle of equality of opportunity with a great deal of respect and clearly speak against discrimination and alienation and for integration and tolerance and also in particular the observation of women's rights not just amongst the employees, but also between and with the executives.

The interaction between the employees and the company management of GEA AG is characterised by mutual respect, understanding and mutual trust in the interests of achieving the joint corporate objectives. Intimidation and the abuse of employees or a hostile working environment will not be tolerated and must be immediately brought to an end.

1.3 Freedom of association / the role of the employees' representatives and trade union rights

The rights of the employees of GEA AG to freely form trade unions of their choosing or to join them and also to carry out collective bargaining are recognised (ILO agreement no. 87 and 98).

GEA AG and the company and trade union employees' representatives will cooperate in a frank manner whilst observing their respective mutual interests in a frank and constructive manner. The parties strive to ensure a fair balancing of the economic interests of the company with the interests of the employees.

1.4 Free choice of employment and contracts of unlimited duration

GEA rejects all forms of compulsory labour (ILO agreement no. 29 and 105). Child labour is forbidden (ILO agreement no. 138 and no. 182). The minimum age of the employees is based on the respective state laws or collectively agreed regulations. Contracts of unlimited duration always take priority over temporary contracts.

1.5 Remuneration / payment

The right of remuneration/payment to secure the employees' existence is recognised for all employees (***ILO agreement no. 100***). The remuneration / payment and the other benefits (social benefits, vacation or similar benefits) take account of the principle of fairness and at least correspond to the respective national, statutory standards or the minimum standard of the respective sector.

1.6 Working hours

The working hours including overtime may not permanently exceed the existing statutory and/or collective agreement standards in the respective countries and /or the international standards.

The parties to the contract fundamentally reject overtime pay as a substitute for insufficient remuneration. However, if overtime pay should be paid then the remuneration will be based on the respective statutory and/or collective agreement regulations.

1.7 Qualification

The existing abilities and skills of the employees are of outstanding significance for GEA AG at all locations throughout the world in order to secure the company's future.

GEA AG therefore supports and promotes all the need-based qualification schemes of the employees, which are suitable to extend and consolidate their professional knowledge that is necessary for the job. The training and advanced vocational training will be attributed particular importance during the subsequent phase of development.

1.8 Employment and health protection

Employment and health protection as well as safety at work take the highest priority. GEA provides health and safety conditions at the workplaces that at least meet the respective national standards. Within this framework the necessary measures to further extend and guarantee health and safety at the workplaces will be promoted and the working conditions will be further improved.

A particular right of proposal with respect to the employment and health protection of the national and international employees' representatives is expressly recognised.

1.9 Environment

The products and services of GEA AG should also meet the highest environmental standards in the future. The protection of the environment as well as the improvement of the environmental and living conditions are top priorities for the parties to the agreement. Local cooperation with the local authorities and / or the responsible state institutions in order to achieve and observe the respective international and European standards will be supported and striven for.

2. Execution and implementation of the agreement

2.1

The codes of conduct of GEA AG are binding within the company throughout the world. They obligate executives and employees at all levels to observe, accept and promote the agreed objectives. The management of the respective company units, and, where they exist the employees' representatives are responsible for ensuring this.

2.2

The codes will be made accessible in an appropriate form to all the management teams, interest representatives and employees throughout the group.

2.3

GEA AG expressly supports and encourages its business partners to apply or consider the agreed codes in the respective in-house corporate policy. It takes the view that these codes represent an advantageous basis for subsequent business relations in the future

2.4

All the employees have the right to address subjects and problems in conjunction with the agreed principles. They will not suffer any disadvantages and / or sanctions as a result.

2.5

The parties to the agreement will ensure the observation of the agreement to the extent that they are able to do so. Information with respect to problems, deviations or necessary changes of the codes will be exchanged and discussed at least once a year between the parties to the agreement. This exchange of information will take place in the EWC and in the EWC presiding committee.

Bochum, date

for the Board

for the EWC

Peter Schenk
CEO

Jan Hansen / EWC chariman

Ferdinand Steves
Board Member / Labour Director

Joined on the day of signing for the
International Metalworkers' Federation
(IMF) and the European Metalworkers
for IMF / EMF

Klaus Zwickel
President of the International
Metalworkers' Federation (IMF)

Joachim Stöber
Coordinator of EMF