

Child labour

RLE recognizes the right of the child to be protected from economic exploitation and not to be engaged in any work that could be hazardous, impede the child's education or harm the child's health or physical, mental, spiritual, moral or social development.

The minimum age for admission to employment in accordance with state regulations shall be observed.

RLE does not purchase products or services from suppliers, partners and subcontractors suspected of distributing products and services generated by child labor. In justified

In such cases, RLE shall immediately terminate the cooperation and, if necessary, report the matter to the authorities.

Torture

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Separation of corporate and private interests

All employees must always separate their private interests from those of the company. Even when it comes to personnel decisions or business relationships with third parties, only objective criteria count.

Compatibility of work, private and family life

Balancing career and family - this is an important issue for RLE.

We support our employees in finding a balance between the challenges at work and the family obligations.

IMS - Integrated Management System



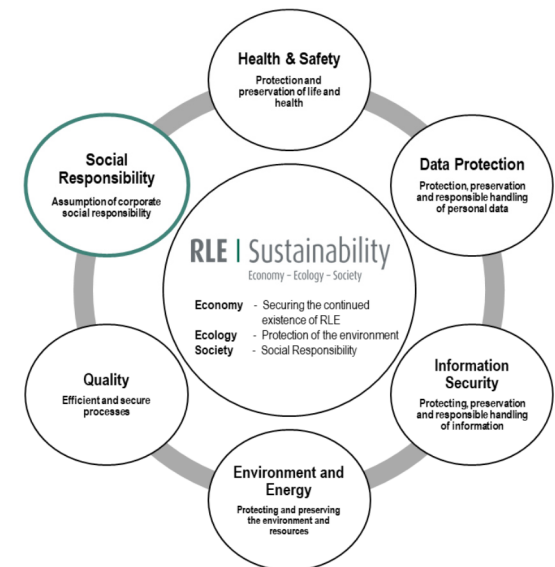
Energie Arbeitsschutz
Qualität Datenschutz
Umwelt Informationssicherheit

ims@rle.de



Social Responsibility by RLE

IMS - Integrated Management System



Engineering Excellence. Worldwide.

Social responsibility

As a globally positioned company, we have a social responsibility that we consciously and actively assume.

We are committed to fair working and better living conditions, in particular through transparency and accountability; responsible and ethical conduct; and compliance with relevant conventions of the International Labor Organization, such as

- Provisions and declarations of intent of the Universal Declaration of Human Rights pursuant to United Nations Resolution 217 A (III),*
- Provisions and declarations of intent of the UN Women's Rights Convention,*
- Regulations and provisions of the UN Convention on the Rights of the Child,*
- Regulations and provisions of the UN Convention on the Rights of Persons with Disabilities,*
- Regulations and provisions of the UN Convention on Racial Discrimination.*

*Die zentrale Informationsplattform:
IMS.RLE.DE / Social Responsibility*

Our guiding principles

Freedom of assembly and association

RLE and the trade unions and employee representatives work together openly and in a spirit of constructive, cooperative conflict resolution.

The fundamental right of all employees to form and join trade unions and employee representative bodies is recognised.

Prohibition of discrimination

Equal opportunities and equal treatment, irrespective of ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social origin or political attitude, are guaranteed, provided that this is based on democratic principles and tolerance towards dissenters.

Discrimination of any kind will not be tolerated.

Employees are generally selected, hired and promoted on the basis of their qualifications and skills.

Right to work

No one shall be compelled to accept a particular job or to pursue a particular occupation which he refuses. This includes the prohibition of all forced labour.

We cultivate an open culture, encouraging constructive thinking, creativity and innovation at all levels.

Working time is at least equal to the national legal requirements or the minimum standards of the respective national economic sectors.

Sphere of freedom and privacy

Data protection is ensured in accordance with legal requirements by the data protection organisation throughout the company.

Freedom of expression

Everyone has the right to freedom of opinion and expression.