

# DECENT WORKING CONDITIONS POLICY

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Dietsmann is committed to apply (and ensure that its subcontractors also apply) the fundamental principles of the Declaration of the International Labor Organization. These principles relate primarily to child labor, forced labor, working conditions, labor rights and equality and discrimination as well as to health and safety at work.

To abide by these principles Dietsmann declares its strong commitment to:

- Never making children or teenagers below the age of 18 work;
- Providing a decent and productive workplace, with complete freedom of expression and social protection for all its employees;
- Promoting equality of work and career opportunities and equal treatment for women and men in all its activities;
- Ensuring that a safe and healthy work environment is provided to all its employees and promoting these standards every April 28 during the World Day for Safety and Health at Work;
- Denouncing and combatting any type of forced labor;
- Adhering to and applying local labor legislation and regulations as well as the principles and standards of the International Labor Organization;
- Combatting any form of discrimination in all its activities;
- Improving work organization to create environments in which workers are fully informed and consulted, able to balance the demands of work and home life, and have opportunities of lifelong learning to boost skills and qualifications.

This policy is communicated and applies to all employees and contractors working on behalf of Dietsmann.



**Peter Kütemann**  
*Founder & President*  
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