

# The Diversity Charter

## For Diversity in the World of Work

The diversity of society, shaped by globalization, demographic change, and societal transformation, also influences the world of work in Germany. We can only be successful – both economically and as a society – if we acknowledge, promote, and utilize the diversity that exists. This applies to the diversity of our staff and to the diverse needs of our business partners and citizens. The diversity of employees, with their different skills and talents, creates opportunities for innovative and creative solutions.

The implementation of the Diversity Charter in our organization aims to create a work environment that is appreciative and respectful to all employees – regardless of age, ethnicity and nationality, sex and gender identity, physical and mental abilities, religion and worldview, sexual orientation, and social background. Recognizing and promoting diverse potential generates economic benefits for our organization.

We are committed to creating a climate of mutual respect and trust. This has a positive effect on our reputation in Germany as well as in other countries around the world.

To implement this charter, we will:

1. Foster a code of conduct characterized by mutual respect and appreciation. We will create the conditions for both executives and employees to be able to recognize, share, and live these values. In this context, both carry a special responsibility.
2. Review our HR processes to ensure that these meet the diverse skills and talents of all employees, as well as our performance standards.
3. Recognize the diversity within and outside the organization, appreciate the potential it holds, and employ it to the benefit of the company or institution.
4. Make the content of the charter a topic of internal and external dialogue.
5. Provide public information annually on our activities and progress in promoting diversity and appreciation.
6. Inform our staff about the added value of diversity and involve them in implementing the charter.

We are convinced: Embracing diversity and valuing it has a positive impact on our organization and on Germany's society.

**Signed on 04/28/2026 · Valid until 03/17/2027**



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Markus Baumann  
Geschäftsführender Gesellschafter



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Cawa Younosi  
Managing Director of the Charta der Vielfalt e.V.