

# International guidelines



## Globally recognized conventions and recommendations:

Naturally, GMW complies with the respective laws and regulations in any country we operate and respects them as legal base for business activity. This includes recommendations and standards of national and international organizations.

Although they are generally addressing the respective member states instead of individual businesses, they are important guidelines for an international business like GMW as well as for its employees. GMW favors the requirements of these conventions and recommendation and we similarly also expect compliance for these from our business partners, clients, suppliers and employees.

## ILO Declaration of Principles

The ILO's Declaration of Principles is a three-part Declaration of Principles of the International Labor Organization (ILO) on Multinational Enterprises and Social Policy (1977) and the ILO Declaration on Fundamental Principles and Rights:

- Elimination of child labor
- Elimination of forced labor
- Non-discrimination
- Freedom of association
- Right to collective negotiations

The International Labor Organization (ILO) is a special organization of the United Nations in the field of global labor and social standards.

The ILO's standards and recommendations are also addressed to the member states and can not be implemented by companies directly. However, internal corporate regulations increasingly refer to individual basic employee rights and thus to individual regulations of certain ILO standards and recommendations.

## OECD Guidelines for Multinational Enterprises

The Organization for Economic Cooperation and Development (OECD) unites globally 30 countries in their commitment to democracy and market economy. The objectives of OECD include also the promotion of sustainable economic growth and the aim of supporting the development of other countries. The OECD guidelines for Multinational Enterprises (2000) define standards for:

- working relationship
- environmental protection
- consumer protection
- as well as anti-corruption and competition.

Signed for and on behalf of GMW:

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(Prof. Dr. h. c. Wolfgang Gilgen)  
management of the company

A handwritten signature in blue ink, appearing to be 'W. Gilgen', written over the printed name and title.