

CSR – POLICY „LABOR & SOCIAL RESPONSIBILITY”

Introduction

At Mondial, we view social responsibility as a core component of our corporate culture. We are committed to creating fair, safe, and respectful working conditions while promoting the well-being and professional development of all employees.

Our actions are guided by international standards such as the Universal Declaration of Human Rights (UN) and the core labor standards of the International Labour Organization (ILO). These principles form the ethical foundation for our commitment to human rights, equal opportunities, and a healthy work environment.

Principles and Guidelines

1. Respect for Human and Labor Rights: Mondial strictly rejects any form of child labor, forced labor, or human trafficking. We comply with all applicable labor and social laws and expect the same from our business partners and suppliers.
2. Fair Working Conditions: We provide safe and healthy working environments across all locations. Regular safety inspections, preventive medical check-ups, and consultations with an occupational health specialist are part of our standard practice. Vaccination costs are covered by the company, and we maintain open communication channels for feedback, including an anonymous online suggestion box.
3. Health and Safety in the Workplace: Occupational safety, preventive health care, and employee well-being are at the core of our duty of care. A company occupational health physician regularly visits our locations to provide health checks, consultations, and preventive measures. Mondial covers the costs of recommended vaccinations, such as flu shots.
4. Equal Opportunity, Diversity, and Inclusion: Discrimination based on gender, origin, age, religion, sexual orientation, or disability is strictly prohibited. We actively promote diversity and equal opportunity in all areas of the company. Inclusion and mutual respect are key pillars of our corporate culture. We also apply strict gender communication guidelines and review them regularly to ensure that our principles are not only written but lived throughout the organization.
5. Communication and Dialogue with Employees: Regular employee meetings serve to support individual development, open exchange, and the joint definition of goals. Managers receive training to ensure feedback processes are constructive and appreciative. We promote a transparent information culture — employees are kept informed about company decisions, changes, and CSR activities.

6. Grievance Procedure and Whistleblowing System: Employees can anonymously submit concerns, grievances, or ethical issues through an online mailbox.
All reports are taken seriously, treated confidentially, and reviewed by the Human Resources department and management. Where necessary, corrective actions are implemented, and affected employees are protected.
7. Responsibility in the Supply Chain: Our suppliers and business partners are informed about our standards and are required to comply with them.
In cases where violations are suspected, investigations are initiated; in the event of serious breaches, the business relationship may be terminated.

Areas of Action

Health & Safety

- » Regular visits from the company's occupational health physician for preventive check-ups, consultations, and ergonomic assessments
- » Safety briefings and first aid training provided for all employees
- » Coverage of costs for recommended vaccinations (e.g., flu, tick-borne encephalitis, etc.)
- » Implementation of ergonomic workstations and provision of health-promoting work equipment
- » Promotion of physical activity and balance — e.g., through company runs and sports team events

Working Conditions & Work-Life Balance

- » Flexible flextime model and home office options to support work-life balance
- » Fair and transparent compensation in compliance with all labor law regulations
- » Clear policies on overtime, breaks, and availability outside regular working hours
- » Promotion of professional development through training, workshops, and regular employee reviews

Communication & Employee Participation

- » Open dialogue on company matters through regular employee discussions and team meetings
- » Anonymous online mailbox for complaints, ideas, or improvement suggestions
- » All submissions are handled confidentially, documented, and processed transparently
- » Employees are actively involved in improvement processes and informed about outcomes

Supply Chain & Partner Responsibility

- » Review of supplier relationships to ensure compliance with labor and social standards
- » Requirement of evidence demonstrating fair working conditions, safety, and fair compensation
- » Inclusion of CSR criteria in tenders and supplier evaluations

Objectives and Key Indicators

- » Ensuring safe and healthy working conditions for all employees
- » Promoting diversity and equal opportunity across all departments
- » Conducting regular employee reviews and health check-ups



- » Maintaining a confidential and accessible whistleblowing systemÜberwachung und Verantwortlichkeiten

Monitoring and Accountability

Compliance with this policy is regularly reviewed and evaluated.

Findings from employee discussions, health check-ups, and anonymous reports are incorporated into ongoing improvement efforts.

Managers are responsible for implementing and promoting these standards within their teams.

The management reports annually on progress and planned improvement measures.