

Preamble

Diversity is a strength. It shapes our company, enriches our collaboration, and is an essential success factor for innovation and sustainable growth. We are committed to creating a working environment in which all people are valued – regardless of origin, gender, age, religion, beliefs, sexual orientation, identity, abilities, or social background. Our corporate values laughter and kindness guide us: we believe that respectful, open, and warm interactions form the foundation for motivation, team spirit, and success.

Our principles

Appreciation & respect

We foster a corporate culture characterized by mutual respect, fairness, and openness. Discrimination and exclusion have no place here.

Equal Opportunities & participation

We provide equal access to employment, development, and advancement for all employees. Decisions are based on qualifications, performance, and potential – not on prejudice.

Diversity as an opportunity

We see differences as a strength and harness the potential of a diverse workforce for innovation, problem-solving, and competitiveness.

Inclusive leadership & collaboration

Our leaders actively promote diversity and act as role models. We support a workplace where everyone can contribute their personality, skills, and ideas.

Responsibility & sustainability

We embed diversity and inclusion into our corporate strategy and regularly review our progress. For us, diversity is a continuous process.

Dialogue & awareness

We raise awareness of diversity issues through communication, training, and events – involving all employees in the process.

Our commitment

With this Charta, we commit to actively promoting diversity and inclusion – in our daily interactions, in our processes, and in our collaboration with partners and customers. We see diversity as a shared responsibility that can only succeed through the commitment of all employees.