



# CORPORATE SOCIAL INTEGRITY

## POLICY



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TAKING RESPONSIBILITY IN A CHANGING WORLD



# Preface

Dear colleagues,

As an integrated technology company, Rheinmetall successfully operates around the world. As we grow, our Group companies operate within the economic, social and legal frameworks of various countries and regions. A value-based working environment enables colleagues to collaborate professionally and successfully across national and divisional boundaries. In this way, as a globally growing company, we create an environment in which equal opportunities exist for everyone and individual performance is encouraged.

Let us continue on this path – guided by our values, towards a successful future.



Best regards

*Dr. Vera Saal*

Dr. Vera Saal

Member of the Executive Board and Chief Human Resources Officer of Rheinmetall AG



# Leading Idea

Corporate Social Integrity means fostering a fair, respectful and value-based working environment in which all employees can develop equally and make the most of their strengths.

This lays the foundation for sustainable growth, innovative ideas and outstanding performance, thereby contributing to success in key future-oriented sectors.



**Corporate  
Social Integrity**

## **Growth & Internationalisation**

To understand and successfully tap into new international markets, a value-based exchange between people with different perspectives is essential. Through intercultural dialogue, Rheinmetall takes diverse viewpoints into consideration to achieve stable, long-term growth.

## **Talent Acquisition & Sustainability**

An inclusive culture attracts talents who contribute their diverse potential and create something new together. By valuing all people and their ideas, and by offering the opportunity to make a difference, Rheinmetall secures the long-term commitment of these talents to the Group.

## **Collaborative Exchange & Innovation**

Diversity within teams is the driving force behind innovation, enabling us to solve complex problems swiftly and respond to changes in global competition through fresh ideas. Rheinmetall's corporate culture is open to accommodate different people's mindsets and implement new approaches and ideas.

# Rheinmetall is committed to 5 principles

## 1. Anti-discrimination



**Remaining vigilant against  
unfair treatment**  
Bullying & harassment strictly  
prohibited



**1.1** Any kind of unequal treatment by discriminating against or favouring individuals on the basis of their personal characteristics is strictly prohibited. Therefore, no one shall be discriminated against or favoured because of their nationality, skin colour, ethnic or social origin, family status, pregnancy or maternity, religion or belief, age, disability, physical condition, appearance, sexual orientation, ideology and political views, gender or party or union membership. Where required by law, Rheinmetall will comply.

Bullying and harassment of any kind are strictly prohibited. This includes any hostile or marginalising behaviour towards a person in the workplace over an extended period of time, as well as any unwanted behaviour that undermines a person's dignity or creates a hostile working environment.

**1.2** For Rheinmetall, complying with national and international anti-discrimination laws and regulations is a matter of course. A non-discriminatory work environment reflects Rheinmetall's corporate culture. It is a requirement for putting our corporate values of respect, trust and openness into practice.

At Rheinmetall, we collaborate respecting the dignity, personal rights and privacy of all our employees. This applies to customers and external business partners in the same way.

**1.3** Appropriate whistleblowing systems for reporting breaches have been put in place and publicised. Rheinmetall takes action against discrimination, bullying and harassment on the basis of reports received. Reports of discrimination in the workplace are handled upholding principles of fairness, justice and confidentiality, whilst ensuring the protection of victims. Appropriate measures are taken against individuals who engage in discriminatory conduct.





**Avoiding structural barriers**  
For innovation, performance and  
business success

## 2. Equal opportunities

**2.1** At Rheinmetall, individual skills, potential and performance are the key criteria for decisions regarding recruitment, promotion and career planning. This means that all employees are given fair access to personal development and individual support – regardless of their personal characteristics.

**2.2** Equal opportunities are a cornerstone of innovation, performance and business success at Rheinmetall.

Rheinmetall provides fair conditions for professional development regardless of the individual. This enables Rheinmetall to attract and retain the best people worldwide.

Rheinmetall actively targets systems and structures that may impair equal opportunities and strives to continuously remove barriers.

**2.3** Rheinmetall ensures transparency in key HR processes to uphold equal opportunity. Rheinmetall's HR development offers dedicated support programmes to make the most of the potential of different groups among employees.

Dedicated measures ensure that recruitment and HR support are carried out upholding equal opportunity. Promoting equal opportunities is an executive's imperative when interacting with their employees.





**Respect, trust and openness**  
The foundation of working together

## 3. Fairness

**3.1** At Rheinmetall, fairness is the basis for an environment built on trust, respect and peer collaboration. This is key to having committed, loyal and outperforming employees.

**3.2** Objective HR processes lead to trust among employees, achieve higher quality in making decisions, and enhance employer branding while competing for the best talents. To put fairness into practice every day, Rheinmetall makes HR decisions based solely on performance and potential, thereby applying criteria which are plausible.

At Rheinmetall, fairness also means creating a working environment that encourages mutual support and allows for constructive and respectful feedback and criticism.

**3.3** Rheinmetall establishes fair processes for its employees, e.g. by conducting regular interviews and appraisals. These processes serve to encourage communication between executives and their employees on a continuous basis in order to be transparent about all decisions made on different levels.



## 4. Pluralism



**Diverse perspectives**  
Intercultural dialogue and networks  
across divisions and locations

**4.1** Rheinmetall values staff diversity in its entirety – be it age, gender, origin, or different experience, knowledge and attitudes. Pluralism and the multiple perspectives associated therewith are Rheinmetall’s strategic capital. They foster international success. When collaborating, it is imperative to accept and accommodate traditions, customs and social values of different cultures and countries.

**4.2** Rheinmetall devises dedicated strategies based on understanding various markets, cultures and customer expectations to combine approaches that work globally while being locally rooted. Rheinmetall demands its employees to accommodate different perspectives, experiences and attitudes when planning projects.

**4.3** Rheinmetall uses systematic recruiting methods for enhancing and retaining staff diversity. Moreover, Rheinmetall has working time models that meet different realities and needs of its employees.

Rheinmetall strengthens internal exchange and networking among various groups, thus accompanying dialogue across cultures and generations, divisions and locations.

It is imperative for Rheinmetall to avoid unwitting prejudice in order to retain fair and respectful leadership culture.





**Bringing up and implementing ideas**  
Active participation employing  
dedicated formats

## 5. Participation

**5.1** Rheinmetall strives to accommodate its employees' multi-faceted perspectives and considers them when amending processes and adjusting structures. Employee participation is a clear, strategic success factor for developing the Group.

**5.2** To Rheinmetall participation means creating an environment where every staff member has a chance to bring up and implement ideas, thus strengthening the success of the business. Systematically taking employee views and feedback into account strengthens trust in the Group and creates common responsibility for success.

**5.3** Rheinmetall establishes dedicated formats and open communication channels that lead to active participation. Regular employee surveys gather opinions and suggestions, which make up target-oriented feedback.



Rheinmetall develops continuously. The experience, observations and ideas of all employees are of great value. Your contributions count!

Help us to further strengthen social integrity, equal opportunities and fairness.

Share your feedback with us using this link:

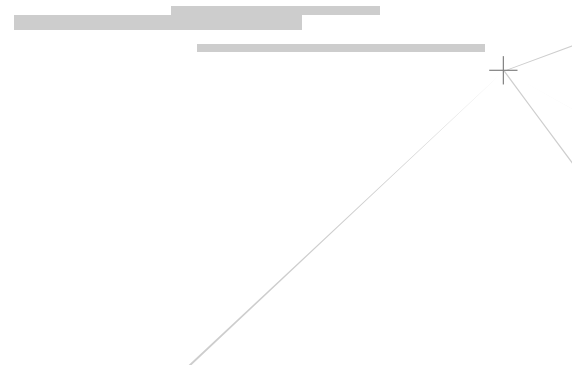
<https://netigate.se/ra/s.aspx?s=1301449X538971413X89555>

You can also access the feedback form by using this QR code:



Or send an email to [csi@rheinmetall.com](mailto:csi@rheinmetall.com)

Thank you!



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