



MUEGGE GROUP

## Diversity Charter



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### **Diversity as an opportunity - The Diversity Charter promoting diversity in the workplace**

The diversity of society, which has been influenced by globalisation, demographic and social changes, is also shaping the world of work in Germany. The only way we can succeed economically and as a society is if we acknowledge, promote and leverage existing diversity. This applies to diversity within our workforce and the diverse needs of our business partners and members of society. The diversity of our employees with their individual skills and talents open up opportunities for innovative and creative solutions.

By applying the Diversity Charter within our organisation, we aspire to foster a working environment that appreciates all employees – irrespective of their age, ethnic background and nationality, gender and gender identity, physical and mental abilities, religious and philosophical beliefs, sexual orientation and social background. Recognising and promoting diversity of potential produces economic benefits for our organisation.

We create a culture of mutual respect and trust. This has a positive impact on our reputation both in Germany and in other countries around the world.

#### **To implement this Charter, we will**

1. Cultivate a culture within the organisation that is characterised by mutual respect and appreciation. We lay the groundwork for managers and employees to acknowledge, share and live these values. In fact, they are given a particular responsibility to do so.
2. Review our HR processes and ensure they live up to the diverse competencies and talents of all employees and meet our expectations with regard to performance.
3. Recognise diversity both inside and outside the organisation, value its inherent potential and apply it for the benefit of the company or institution.
4. Make the content of the Charter the topic of a dialogue both within the company and outside it.



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5. Provide information on our activities and the progress we have achieved in promoting diversity and appreciation every year.
6. Keep our employees informed about the value of diversity and involve them in implementing the Charter.

**We are convinced that: embracing and appreciating diversity will have a positive impact on our organisation and on society in Germany.**



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**UNTERZEICHNET**

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