

Joint Statement of METRO GROUP & UNI Global Union

The purpose of this document is to confirm the relationship between METRO GROUP and UNI Global Union.

Open channels of communication between employers and employees as well as a constructive and responsible working relationship with employees' recognized representatives are key elements of the METRO GROUP business structure.

METRO GROUP acknowledges that employees of any METRO GROUP company are allowed to exercise rights to union membership and collective bargaining without pressure or interference. Such rights are exercised without fear of repression or any other sort of discrimination.

METRO GROUP acknowledges UNI Global Union as one of the internationally representative bodies of affiliated unions representing unionized workers around the world, including many in METRO GROUP companies.

METRO GROUP recognizes the role that unions can play in representing employees' interests. UNI Global Union recognizes METRO GROUP as an internationally responsible employer with excellent practices in employee relations as embodied by METRO GROUP's "Principles on Fair Working Conditions & Social Partnership"¹.

METRO GROUP and UNI Global Union will both make efforts to promote good and trusting relations between the employees, their representatives and the companies within METRO GROUP through mutual cooperation and supporting the continued development of sustainable business growth in METRO GROUP along with sustainable and fair working conditions for its employees.

METRO GROUP agrees that Senior International Labour Relations management on behalf of the company will meet representatives from UNI Global Union and its affiliates at least once per year at UNI's METRO Global Alliance Meeting and that Senior International Labour Relations Management of METRO GROUP will maintain ongoing communications with UNI Global Union between those meetings.


One standing agenda item for these meetings and communications will be practices within METRO GROUP that relate to labour and trade union rights issues and those labour relations issues that are appropriate for such

¹http://www.metrogroup.de/internet/site/metrogroup/get/documents/metrogroup_international/corpsite/07_sustain/publications/guidelines-employees-fair-working-en.pdf

discussions, as far as these issues can't be solved on local or national level by the local and national social partners respectively. Other issues may be included on a case by case basis.

METRO GROUP and UNI Global Union agree to evaluate the working relationship regularly and determine whether a revision of this statement would be necessary.

For METRO GROUP

A handwritten signature in blue ink, appearing to read 'H. Hutmacher'.

Heiko Hutmacher,
CHRO METRO AG

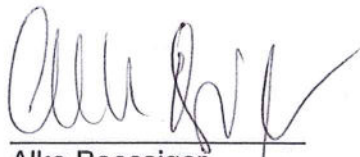
A handwritten signature in blue ink, appearing to read 'P. Wiesenekker'.

Peter Wiesenekker,
Director International Labour
Relations METRO AG

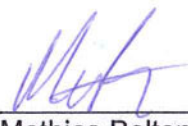
For UNI Global Union

A handwritten signature in blue ink, appearing to read 'P. Jennings'.

Philip Jennings,
General Secretary

A handwritten signature in blue ink, appearing to read 'A. Boessiger'.

Alke Boessiger,
Head of UNI Commerce

A handwritten signature in blue ink, appearing to read 'M. Bolton'.

Mathias Bolton,
Senior Coordinator

Düsseldorf, December 2013



Principles on Fair Working Conditions & Social Partnership

METRO AG

Düsseldorf, March 2012

1. Object

The Business principles of the METRO AG govern Metro's business decisions and actions throughout the world, and apply equally to corporate actions and to behaviour of individual employees. They incorporate Metro's HR Fundamentals for doing business.

One of the business principles (7) concerns Respect for fair Terms and Conditions of Employment.

The METRO GROUP is committed to fair terms and conditions of employment worldwide and recognizes the right of employees to organize in accordance with national laws and regulations. All applicable labor and employment laws are to be complied with. Companies of the METRO GROUP respect the right of employees to engage in collective bargaining in accordance with national laws and regulations.

To ensure that each METRO AG operating unit throughout the world follows this principle to Labour and Employment practices consistently, a set of global principles on this business principle have been established in 2004 and re-confirmed by the Board of METRO AG in 2008.

2. Scope

These Principles on Fair Working Conditions and Social Partnership applies to all employees who working in or on behalf of any METRO GROUP company worldwide. Following the management model of the group – decentralization of responsibility – the local management is responsible for concrete embodiment of both the social dialogue with the employees and employees' representatives as well as fair working conditions in each country within the scope of these principles.

3. Principles

- 3.1 The METRO GROUP is committed to fair and just working conditions around the world.
- 3.2 Within the domain of its own market and companies, the METRO GROUP unconditionally supports the four fundamental principles of the ILO (International Labour Organization). In specific terms, these principles address the following issues:
 - a. **Freedom of association and effective recognition of the right to collective bargaining.**
 - Key elements of the Group's business structure are open channels of communication between employers and employees as well as a constructive and responsible working relationship with employees' recognized representatives. This principle applies to every country where the METRO GROUP does business. As part of a trusting relationship, the companies in the METRO GROUP respect the right of collective bargaining and their employees' freedom of association.
 - The METRO GROUP affirms that employees who have decided to join a union based on the ILO's principles will not be subject to dismissal as a result of their union membership or to any sort of discrimination;
 - In terms of union organizations in the companies and markets, the METRO GROUP assumes a strictly neutral position. As a result, local managing directors will neither promote nor obstruct efforts to organize unions based on national rights and laws.
 - Within the framework of these principles, it is the responsibility of the local social partners to define and shape the social-partnership relationship. Clashes of interest or conflicts that are a natural part of relationships will be discussed in an open, professional dialogue, and will be addressed in a fair way.
 - A constructive social dialogue will offer opportunities for both sides if the social partners conduct it in a manner that contributes to improving the company's competitiveness and, as a result, the securing local jobs in the long term. This is based on mutual respect between the representatives of management and labour, and on the joint desire to promote the company's long-range success.
 - Regular informational meetings and consultation between management and labour representatives about transnational issues strengthen international cooperation,

promote mutual understanding and support internationalization as the Group's growth engine. The METRO GROUP's external partners within the social framework on the international level are the umbrella organizations of employer associations and the unions in trade and retail. The METRO GROUP Euro Forum serves as the international discussion platform for transnational issues.

b. Elimination of all forms of forced or compulsory labour and disciplinary measures

- The METRO GROUP categorically rejects all forms of forced or compulsory labour, including the employment of prison inmates, lodging deposits or the retention of identity documents of its employees upon commencing employment, in all of its markets and companies. It respects the principle of freely selected employment.
- The company shall not withhold any part of any employee's salary, benefits, property, or documents in order to force such employee to continue working for the company.
- The employee shall have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment provided that they give reasonable notice to their employer.
- The company shall not engage in or support trafficking in human beings.
- The METRO GROUP shall treat all employees with dignity and respect. The company shall not engage in or tolerate the use of corporal punishment, mental, physical coercion and verbal abuse of employees.

c. Abolition of child labour

- In its companies around the world, the METRO GROUP permits no child labour as defined in the ILO agreement on the subject, the conventions of the United Nations and national laws. The METRO GROUP considers the rights of young employees to be particularly worthy of protection.

d. Elimination of discrimination in employment and occupation

- The METRO GROUP promotes all employees according to their abilities and performance. As an "equal opportunity employer" the METRO GROUP offers all employees and applicants the same chance, regardless of sex, age, race, ethnic background, sexual orientation, possible handicaps, religion or beliefs.

3.3 Remuneration

- Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards.
- Illegal, unauthorized or disciplinary deductions from wages will not be made.
- In situations in which the legal minimum wage and/or industry standards do not cover living expenses and provide some additional disposable income, METRO GROUP companies are further encouraged to provide its employees with adequate compensation to meet these needs.
- Deductions from wages as a disciplinary measure are forbidden unless this is permitted by national law and a freely negotiated collective bargaining agreement is in force.
- The METRO GROUP will ensure that wage and benefits composition are detailed clearly and regularly for employees. Additionally the METRO GROUP will ensure that wages and benefits are rendered in full compliance with all applicable laws and that remuneration is rendered in a manner convenient to the employees.
- The METRO GROUP will reimburse all overtime at a premium rate as defined by national law. In countries where a premium rate for overtime is not regulated by law or a collective bargaining agreement, the employee shall be compensated for overtime at a premium rate or equal to prevailing industry standards, whichever is more favourable to the employee's interests.

3.4 Working hours

- The METRO GROUP shall comply with applicable national laws and industry standards on working hours and public holidays.

- The maximum allowable working hours in a week are as defined by national law but shall not on a regular basis exceed 48 hours and the maximum allowable overtime hours in a week shall not exceed 12 hours.
- Overtime hours are to be worked solely on a voluntary basis and to be paid at a premium rate. In cases where overtime work is needed in order to meet short-term business demand and the METRO GROUP activity is party to a collective bargaining agreement freely negotiated with workers organizations representing a significant portion of its workforce, the company may require such overtime work in accordance with such agreements. Any such agreement must comply with the requirements above.
- An employee within the METRO GROUP is entitled to at least one free day following six consecutive days worked. Exceptions to this rule apply only where both of the following conditions exist:
 - National law allows work time exceeding this limit
 - A freely negotiated collective bargaining agreement is in force that allows work time averaging, including adequate rest periods

3.5 Workplace Health and Safety

- The METRO GROUP shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the sector and of any specific hazards.
- The METRO GROUP will establish and follow a clear set of regulations and procedures for the identification, prevention and minimization of the hazards and risks.
- All personnel shall have the right to remove themselves from imminent serious danger without seeking permission from the company.
- In particular, a management representative responsible for the health and safety of all personnel and accountable for the implementation of the Health and Safety elements shall be appointed. All personnel shall receive regular and recorded health and safety training, moreover, such training shall be repeated for new and reassigned personnel. Systems to detect avoid or respond to potential threats to health and safety of all personnel shall be established.