Contract Clause:

1. Human and children rights The agreement partners agree to protect

children from sexual exploitation and prostitution. Suspicious behavior

from guests, employees, suppliers or other persons within the agreement

partner’s sphere of influence is not condoned and reported as a crime. The

agreement partners do not accept discrimination due to skin color, ethnic

background, sex, religion, disabilities, age or sexual orientation. The

agreement partners do not allow any form of compulsory labour and

exploitive child labour. 2. Working conditions The agreement partners

ensure health and safety for employees at the workplace. The agreement

partners pay their employees at least the minimum wages, which are

regulated by law and respect the existing regulations in regards to working

time, annual leave and sick days. Protection times for pregnant employees

are warranted. The agreement partners warrant their employees the right to

form a union and establish an effective complaint management system.

Through this system employees can report social ills, including harassment.

The agreement partners do not accept physical and psychological violence

as well as sexual harassment and all other forms of intimidation.