

Principles of our Corporate Social Responsibility

The respect for freedom, democracy and human rights is an essential principle of our business activities. It creates the framework for our operations and is prerequisite for our success. We follow the Universal Declaration of Human Rights of the United Nations, which requires each individual, every organ of society and, by extension, economic agents and businesses, to contribute towards the observation of these rights. In addition, Continental respects the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the UN International Labour Organization (ILO) as well as the OECD Guidelines for Multinational Enterprises. Our most important task is to provide people with goods while maintaining our competitive capacity. We are committed to the principle of sustainability. For us, this includes the responsible – that is, the efficient and effective – use of available resources, at present and in the future. We achieve sustainability when we establish an acceptable balance between the economic requirements of our corporation and the valid expectations of all those who share in our success (the stakeholders). We conduct an open and constructive dialog with all relevant stakeholders.

Human rights

We respect human rights and actively promote their observance within the scope of our possibilities.

Child labor

Continental does not tolerate child labor, neither in its own company nor at its suppliers.

Forced labor

Continental refuses to accept any form of forced labor.

Social responsibility

We respect the laws and culture of every country in which we operate.

Equal opportunity / Harassment

We are committed to diversity. All employees at Continental enjoy equal opportunity, regardless of age, gender, race, religion, nationality or sexual orientation. Continental does not tolerate any form of discrimination or harassment based on characteristics protected by applicable law.

Labor relations

Freedom of association and collective bargaining

We respect our employees' freedom of association and right to collective bargaining in the framework of the applicable national laws and regulations.

Remuneration

Continental honors the right to reasonable remuneration. The remuneration granted by Continental equals or exceeds the minimum levels stipulated by applicable laws and regulations.

Working time

We comply with the legal regulations regarding working time.

Health and safety

We take suitable precautions to protect the people in our company from accidents and work-related illnesses. We maintain an emergency management system for the prevention of injury to persons and damage to property or the environment.

Environmental protection

With our processes and products, we make a substantial contribution to the sustainable use of resources, environmental protection, and climate protection in particular. We are endeavored to save resources by continually aligning our production, quality and performance of our products with environmental soundness and by reducing our consumption of energy, water, raw materials and supplies.

Bribery and corruption

We tolerate no form of corrupt behavior and take suitable precautions to prevent it.

Suppliers

We appreciate the contributions of our suppliers. We cooperate with our suppliers in close and trustworthy relationships. We also convey the principles laid out here to our suppliers and call upon them to respect these principles in turn.

The Executive Board | August 2010