

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

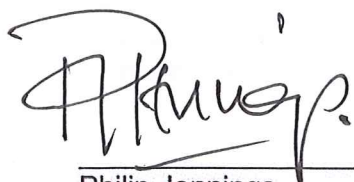


Heiko Hutmacher,
CHRO METRO AG

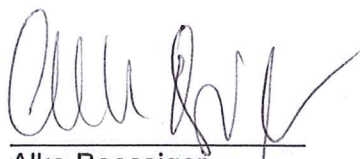


Peter Wiesenekker,
Director International Labour
Relations METRO AG

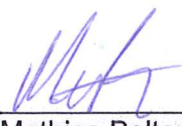
For UNI Global Union



Philip Jennings,
General Secretary



Alke Boessiger,
Head of UNI Commerce



Mathias Bolton,
Senior Coordinator

Düsseldorf, December 2013