

20/7/94

Voluntary Agreement

The board of Beiersdorf AG, the Group Works Council and the employee representatives of the subsidiary companies falling within the scope of this agreement hereby set up the European Dialogue in order to promote social contacts and cooperation in a spirit of trust at a European level.

§ 1 scope of agreement

In the absence of any stipulation hereunder to the contrary, this agreement applies to companies in the Group in European countries and employing over 100 people.

§ 2 Organisation of the European Dialogue

1. Composition

The European Dialogue is a joint committee which is composed of representatives of Group management and of employee representatives of the relevant nationally elected employee representative bodies or recognised employee representative bodies.

2. Employee representatives in the European Dialogue shall determine 3 representatives from amongst their number who will assume the coordination tasks and will be the contact persons for the Personnel Director.

§ 3 Members of the European Dialogue

1 a) Employee representatives

In the absence of any stipulation to the contrary, each country in which the Group is represented by one or more companies (affiliates) shall send one company employee to the European Dialogue, under the condition that in the country concerned, at least one company has 100 or more employees.

- 1 b) The employee representative is elected or nominated by the relevant national employee representative body. If several companies are established in one country and if there is no employee representative body for all the companies, then the employee representatives of all the companies shall vote or nominate jointly the member of the European Dialogue.

- 1 c) Due to the large number of German companies in the Group, German employee representatives may send a total of 3 members. The Group Works Council elects or nominates two members and the Central Works Council elects or nominates one member.

2. Group representatives

The Group management members of the European Dialogue shall be the Board Member Personnel, the Personnel Managers of the affiliates which are represented, the International Personnel Director, as well as the Manager in charge of employment law and coordination.

3. Guests

If necessary, the European Dialogue may invite trade union or employers' association representatives as well as experts to attend for individual topics.

§ 4 Content of the talks

The purpose of the talks is to exchange information between employee representatives and the Board Member Personnel as well as other Group management representatives. When a meeting is held, employee representatives may also meet in the absence of Group representatives.

§ 5 Conferences

1. The European Dialogue meets once a year if necessary and if written information is not sufficient.
2. The place, date and agenda for the conference, together with the form it will take, will be fixed 3 months before the meeting by the Board Member Personnel and the coordination committee.

§ 6 Costs

The Group will bear the costs of the European Dialogue.

§ 7 Concluding conditions

1. The agreement comes into force the day it is signed.
2. In the event of European or national regulations coming into force which contain regulations about European employee representative bodies of any kind, this agreement will enjoy protection to the extent described in the legal regulations. Once this agreement has come into force, it may not be terminated with the aim of applying the legal regulations until the time for its protection has elapsed.