

SCOPE

This guideline applies to all employees of KERN LIEBERS, including all subsidiaries. The Board of Management as well as the Corporate Function Legal are responsible for overseeing the policy, while all departments are responsible for its implementation. The content of this guideline is reviewed at least once a year for its practical usefulness, timeliness and completeness of content and, if necessary, adapted.

BOARD OF MANAGEMENT

The Board of Management of KERN LIEBERS takes corporate and social responsibility very seriously and is convinced that the sustainable economic success of our companies requires a binding value system. For this reason, we assume that our employees, customers, suppliers and business partners behave in accordance with the principles listed below. Our managers have a role model function in this regard. Violations may also lead to consequences in contractual relationships. To clarify our expectations, KERN LIEBERS has published a separate anti-corruption policy.

PRODUCTS AND LAWS

- We make sure that our high-quality products satisfy the interests of our customers in the best possible way. We continuously strive for innovations and improvements and examine cost saving potentials.
- We comply with the legal provisions applicable to us, including any export and import restrictions.

WORKING CONDITIONS

- We reject any form of forced or child labor and are committed to fair and safe working conditions. Our employees have chosen KERN LIEBERS as their employer of their own free will. A bond exists on both sides on a voluntary basis and for mutual benefit.
- We oppose any form of discrimination, in particular on the grounds of nationality, ethnic origin, ideology, sexual orientation, faith, gender, age or disability. In accordance with national laws and our compliance rules, we respect the rights of employees.
- We stand for equal opportunities and cultural diversity. Our employees should be able to develop according to their skills and qualifications.
- We guarantee the right to freedom of association in accordance with the law.
- We ensure that working hours and working conditions at least comply with the legal or collective bargaining requirements that apply to us.
- We involve our employees in decisions and actively support them with a continuous improvement process.
- We also expressly observe the United Nations Universal Declaration of Human Rights and support its implementation, in particular through the United Nations Global Compact Initiative.

HAZARD PREVENTION AND OCCUPATIONAL SAFETY

- We put the health and safety of our employees at the heart of our efforts. To this end, we provide the resources for fire protection and emergency evacuations.
- We invest in the technical equipment and training of our employees in the use and storage of chemical and hazardous substances.

CONFIDENTIALITY, INTELLECTUAL PROPERTY, DATA PROTECTION AND DATA SECURITY

- We pay attention to the protection of our own trade and business secrets as well as those of our customers, suppliers and business partners. We are aware that we are generally committed to strict confidentiality in relation to our customers and suppliers and behave accordingly, in particular by setting up access authorizations.
- We respect the intellectual property of others.
- We comply with the data protection laws that apply to us and the IT guidelines and standards applicable in our company. We regularly secure our work results in such a way that they remain usable for the company.

ENVIRONMENT

- We use natural resources sparingly, pay attention to the protection of the environment and comply with the legal provisions on environmental protection and nature conservation. We promote the development and dissemination of environmentally friendly technologies and processes.
- We pay attention to the water contamination and water consumption of our production facilities.

ANTI-CORRUPTION, COMPETITION AND CONFLICTS OF INTEREST

- We stand for fair competition and oppose all forms of corruption and bribery. We observe the laws for the protection of competition.
- We avoid conflicts of interest or resolve them proactively. We make our decisions based on objective and performance-oriented criteria, and not on the basis of our own advantage or that of a close person.

SUPPLY CHAIN MANAGEMENT

- When selecting our business partners, we pay attention to compliance with our values, principles and compliance rules.
- We convince ourselves through independent audits whether our business partners meet our expectations.