

**KÄRCHER**



# **KÄRCHER POLICY STATEMENT**

Alfred Kärcher SE & Co. KG

As a family-owned company, Kärcher has been committed to long-term, sustainable business practices since its foundation. As a global company operating worldwide, Kärcher is aware of its responsibility to protect human rights and the environment.

This responsibility is already anchored in various Kärcher documents. One of these documents is the Kärcher Code of Conduct.

[https://s1.kaercher-media.com/media/file/203145/code\\_of\\_conduct\\_brochure\\_en\\_0323.pdf](https://s1.kaercher-media.com/media/file/203145/code_of_conduct_brochure_en_0323.pdf)

With this Policy Statement, the Kärcher Board of Management extends the measures and processes for the implementation of human rights and environmental protection laid down in existing regulations. The extension is based on the risk analyses that have been carried out.

Kärcher maintains a general risk management system for all relevant corporate risks. In the recent past, the topics of human rights and the environment have been increasingly included in our risk management system.

The specific risk analysis for human rights and environmental risks was divided among several departments starting in 2022. The Procurement Department is responsible for risks with suppliers of production and non-production materials. The Sustainability Department is responsible for the risk analysis in our own business area. A Human Rights Officer has been appointed at a higher level to monitor compliance with legal obligations. Furthermore, the Human Rights Officer is responsible for the creation and updating of the Kärcher Code of Conduct, the Code of Conduct for Business Partners, the Human Rights and Environmental Strategy and the creation of this Policy Statement.

The regular risk analysis of direct suppliers is carried out in several steps. The first step of preparation was to create transparency about our global supply chains. For this purpose, all direct suppliers with an active business relationship across all Kärcher locations were recorded and assigned to a product or service category as well as a country. Furthermore, the respective order volume within the last financial year was recorded. Based on this database, the next step was to identify abstract risks according to country and industry-specific risks. For this purpose, indices such as the Modern Slavery Index or the EPI Environmental Health Index were used. The risk analysis above resulted in the following overall risk prioritization: High risks exist in South America and Southern Africa as for the logistics and transport as well as electronics sectors.

In a final step, the risk analysis was concretized. With the help of software, concrete violations of human rights and environmental standards are identified for each supplier and evaluated according to the appropriateness criteria of "influence capacity". This results in an overall risk prioritization.

The above-mentioned departments are responsible for the exchange with own employees and direct suppliers, especially those suppliers with increased risk according to the risk analysis.

This includes on-site trainings, online trainings, webinars, factsheets, guidelines, contractual clauses in framework and individual contracts and consultations. Relevant documents for an exchange are, among others

- Kärcher Code of Conduct
- Code of Conduct for Business Partners
- Human rights and Environmental strategy
- Sustainability Strategy 2025
- Leadership and action principles
- Quality assurance agreements
- Kärcher purchasing conditions
- Onboarding process of production material suppliers

If these preventive efforts are not sufficient in exceptional cases and a potential violation occurs at Kärcher or a direct supplier, Kärcher strives for quick remedial action. In addition to having responsible contact persons for employees and external stakeholders, the most important, defined remedial measures include transparent regulations on what to do in the event of violations. These regulations are defined in internal guidelines and external contractual clauses and include further options such as audits by the company's own employees or external service providers.

Our measures, analyses, processes and continuous improvements are documented continuously. Part of this documentation is done through the detailed, annually prepared general report on the human rights and environmental situation, which is publicly available on Kärcher's website.

For Kärcher, it is important to have a corporate culture based on trust. This also includes dealing openly with possible violations or errors. Employees are encouraged to contact their managers, the person responsible internally or the person responsible for compliance at any time with questions or indications of possible irregularities. In addition, employees and external third parties, including indirect suppliers, have the option of submitting a complaint or a hint via the whistleblower system. This can also be done anonymously, even for indirect suppliers.

<https://www.kaercher.com/int/inside-kaercher/company/compliance-and-integrity.html>

This Policy Statement is published online for all Kärcher employees. In addition, the Policy Statement was presented in committees and boards. Our direct suppliers of production equipment have received the Policy Statement via our supplier portal. Moreover, all other stakeholders including indirect suppliers can access the Policy Statement on our website.

<https://www.kaercher.com/int/inside-kaercher/kaercher-newsroom.html>

Further information from Kärcher on the topics of brand, human rights and the environment is available on our homepage.

<https://www.kaercher.com/int/inside-kaercher.html>

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Detailed reports on individual activities can be found in our customer magazine "difference", which is also freely accessible on the internet at <https://www.kaercher.com/int/inside-kaercher/difference-kaercher-magazine/kaercher-stories/difference-download.html>

This Policy Statement will be reviewed regularly and adapted if necessary.

The Management Board of Alfred Kärcher SE & Co. KG



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