

## Kärcher Code of Conduct

### Principles of social responsibility

#### **Preamble**

Sustainable management is for Kärcher an essential part of the corporate culture. The family-owned company stands by this social responsibility and declares the following principles.

#### **Human rights and legal compliance**

We respect human rights and in all countries the respective laws, values, standards and social systems.

#### **Ethical behavior**

Our standard goes beyond the exclusive observance of laws and other binding regulations. We expect our employees to behave ethically in their business activities and in all related situations. Our managers fulfill their function as role model.

#### **Discrimination**

We do not tolerate any kind of discrimination with regard to sex, age, race, nationality, disability, religion, social origin and sexual orientation. We advocate equal opportunity.

#### **Fair business practices**

We achieve our market position through the excellent quality of our products and services as well as our performance. We do not apply any unfair commercial practices for the purpose of competition to the detriment of our competitors or other market participants.

#### **Child labor**

We condemn child labor and observe the legal regulations for the minimum age of all employees.

#### **Forced labor and punishment**

We condemn forced labor and the corporal punishment, threats and harassment of employees.

#### **Corruption**

We condemn any kind of corruption. Legal prohibitions apply to transactions between companies as well as to contracts with politicians and public officials.

#### **Politics**

Political independence is of the importance utmost. We commit ourselves to party political neutrality.

#### **Freedom of association**

We recognize the right of our employees to freedom of association. We work together on a basis of trust with employee representatives.

#### **Fair wages and working hours**

Wages, social contributions as well as working hours comply with the minimum statutory applicable local standards.

#### **Health and safety**

We protect our employees against hazards in the workplace and support health promoting measures.

## Product safety and product quality

We are aware that the safety and reliability of our products are the basis of our success. It is our standard to offer our customers impeccable high quality products. Our quality management is, for this purpose, an integral part of all our operations. We comply with the legal requirements regarding quality and safety and strive to exceed them.

## Environmental protection

We design our products, services and processes to be environmentally compatible and energy efficient. We comply with environmental requirements in all our operative areas and use natural resources responsibly.

## Data protection and security

The protection of the personal data of our employees, customers and suppliers is of high importance to us. Therefore, we collect, store or process personal data if this is necessary for legally allowed purposes only.

## Common welfare

We are aware that we, as a company, also bear responsibility for the common welfare. We want to help improve infrastructure, social conditions and quality of life at our sites. Our business operations and our products are designed to serve the well-being of people and their needs.

## Confirmation Kärcher Code of Conduct

We confirm that we received the Kärcher Code of Conduct and took notice of the contents and will pay attention to the listed items in our company. We will inform and check our suppliers.

Company:				
Date	Name	Function	Stamp	Legally binding Signature