KROHNE's Code of Conduct for Corporate Social Responsibility

Basic Understanding of Social Responsibility in Corporate Management

A mutual, basic understanding of social responsibility in corporate management forms the basis of this CoC. This means KROHNE assumes responsibility by bearing in mind the consequences of our business decisions and actions on economic, technological, social and environmental levels and by bringing about an appropriate balance of interests.
As far as possible, KROHNE voluntarily contributes to the well-being and long-term development of a global society at each of our business locations. KROHNE conducts its activities with respect of universally held ethical values and principals, especially integrity, honesty and respect of human dignity.

Where the CoC applies

This CoC is applicable for all of KROHNE's subsidiaries and Joint Ventures worldwide.

KROHNE commits to promoting adherence to the content of this CoC as far as possible for our suppliers and right troughout of the value chain.

Business Partners such as suppliers, distributors and agents are requested to comply with these core principles.

Core Values for Social Responsibility in Corporate Management

KROHNE will proactively work to ensure that the values mentioned below are put into practice and adhered to both now and in the future.

ADHERENCE TO LAW

At KROHNE we will abide by the laws in effect and other legal requirements of the countries where we are in business. For countries that have a weak institutional framework, KROHNE will carefully examine which good company practices from our home country should be applied to enable supportive, responsible company management.

INTEGRITY AND ORGANIZATIONAL GOVERNANCE

At KROHNE we conduct our activities with respect of universally held ethical values and principals, especially integrity, honesty, respect of human dignity, openness and non-discrimination based on religion, ideology, gender and ethnicity.

KROHNE rejects corruption and bribery as stated in the relevant UN Convention. We employ suitable means to promote transparency, trading with integrity, responsible leadership and company accountability.

KROHNE pursues clean and recognized business practices and fair competition. In regards to competition, we focus on professional conduct and high standards of workmanship. We foster partnership and trusting interaction with the supervisory authorities. Additionally, we hold to the parameters of the "Guide for our Association Activity – Instructions for Compliance with Competition Law in the ZVEI" (Zentralverband Elektrotechnik- und Elektronikindustrie e.V. • 60528 Frankfurt am Main).



CONSUMER INTERESTS
Regarding consumer interests, KROHNE abides by regulations that protect the consumer, as well as appropriate sales, marketing and information practices. Groups that are in particular need of protection (e.g. protection of minors) will receive special attention.

COMMUNICATION
KROHNE will communicate in an open manner and is oriented towards dialoguing about the requirements of this CoC and its implementation among employees, clients, suppliers and other stakeholders. All documents and information will be duly produced and will not be unreasonably modified or destroyed. They will be properly stored. Company secrets and partners' business information will be handled sensitively and will be kept confidential.

HUMAN RIGHTS
KROHNE is committed to promoting human rights. We respect the human rights stated in the Charter of the United Nations, especially those named below:

PRIVACY
Protection of privacy keeping personal data safe and secure.

HEALTH AND SAFETY
Ensuring health and work safety, especially the guarantee of a safe and health-promoting work environment, preventing accidents and injuries.

HARASSEMENT
Employee protection against bodily punishment and against physical, sexual, psychological or verbal harassment or abuse.

FREEDOM OF CONSCIENCE
Protection and guarantee of the right to freedom of conscience and freedom of expression.

WORKING CONDITIONS
KROHNE abides by the following core work standards from ILO (International Labor Organization):

CHILD LABOR
KROHNE respects the prohibition of child labor, i.e. the employment of persons younger than 15 years old, as long as the local legal requirements do not specify a higher age limit and as long as no exceptions are permitted.

FORCED LABOR
The prohibition of forced labor of any kind.

WAGE COMPENSATION
Work standards concerning compensation, especially in regards to the level of compensation as stated in the laws and requirements that are in force.

EMPLOYEE RIGHTS
KROHNE sustains the right of the employees to freedom of association, freedom of assembly and collective bargaining, as long as this is legally permitted and possible in the respective country.

PROHIBITION OF DISCRIMINATION
KROHNE favours the treatment of all employees in a non-discriminatory manner.

WORK HOURS
KROHNE abides by work standards concerning the longest permitted time of work.

ENVIRONMENTAL PROTECTION
KROHNE fulfils the requirements and standards for environmental protection that affect their operations and acts in an environmentally conscious way at all locations. For additional responsibility with natural resources, we hold to the principles of the Rio Declaration.

CIVIC COMMITMENT
KROHNE contributes to the social and economic development of the countries and regions where it is in business and promotes appropriate, voluntary activities by its employees.

Implementation and Application

KROHNE will make every appropriate and reasonable effort to implement and to apply the principles and values described in this CoC both now and in the future. Contractual partners will be informed about the basic measures upon request and within the scope of a reciprocal cooperation, so that it becomes observable how keeping these measures is fundamentally guaranteed. No right exists to disseminate operational or business secrets related to competition or any other information that is in need of protection.

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