

# Kärcher Code of Conduct

## Principles of Social Responsibility

### Preamble

Kärcher, a family-owned company, considers sustained management to be an essential part of its corporate culture. Kärcher recognises its social responsibility and stands for the following principles:

### Human Rights and Observance of Laws

We respect human rights and the relevant laws, values, standards and social orders of all countries.

### Discrimination

We do not tolerate any form of discrimination on the grounds of gender, age, race, nationality, handicap, social origin or sexual orientation. We advocate equality of opportunity.

### Child Labour

We condemn child labour and observe the legal rules and regulations on the minimum age of employees.

### Forced Labour and Punishment

We condemn forced labour and corporal punishment, intimidation and molestation of employees.

### Corruption

We take a firm stance against all forms of corruption.

### Freedom of Association

We recognise the right of our employees to collective bargaining. We cooperate with employee representatives on a basis of mutual trust.

### Fair Pay and working time

Wages, social benefits and working time comply at least with local legal standards.

### Occupational Health and Safety

We protect our employees from dangers at the workplace and support health-promoting measures.

### Environmental Protection

Our products, services and processes are designed for compliance with environmentally friendly practices. In all locations where we operate we respect environmental requirements and deal with natural resources in a responsible manner.