



Guidelines for personnel policy

KUKA's sustainability means that responsible corporate conduct is achieved in terms of environment, our employees, customers, investors and our social environment. KUKA evaluates the dynamic changes in the economy, environment and society, KUKA's products and solutions make an important contribution to the economic growth, technological progress and improved working conditions for our customers.

The technologies from KUKA are changing the way we work, and robots and automation present a tangible element in ever more digitized factories. While this creates many advantages for humans, it also comes with many challenges. This is why it is important to KUKA to act responsibly and transparently. As part of our commitment to the wellbeing of our employees, KUKA emphasizes the importance of a safe and healthy work environment. Our employees are instrumental in ensuring KUKA's economic success for the long term and the company's ability to deliver innovative automation solutions to its customers.

The following guidelines apply to the KUKA Group, including its construction sites at customer locations, as well as the relevant supply chain:

- We comply with applicable health and safety regulations worldwide and thus limit work accidents and adverse health effects. All activities in the company are subject to high safety standards.
- We treat our employees respectfully. We want our employees to work in a healthy, safe, and fair environment, one which is characterized by tolerance and acceptance and is free of prejudice.
- All employees are valued and must never be discriminated against based on their ethnicity or origin, gender, faith, religious beliefs or ideology, age, physical or mental disability or sexual orientation.
- Our employees receive fair wages and salaries. We adhere to the statutory minimum wage regulations.
- We respect our employees' right of association in trade unions as well as their representatives, and our tariff-bound companies adhere to the results of wage negotiations.
- We include employees and their union representatives in matters related to safety and health at work.
- Sexual harassment and any other form of bullying is not tolerated. The privacy and dignity of others must be respected at all times.
- We are committed to respecting and protecting international human rights. Forced labor, child labor and trafficking are never acceptable in any shape or form.

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