



Guidelines for health, safety, environment, sustainability and quality:

The companies of the KUKA Group are aware that sustainable and successful businesses are closely linked to the commitment of all employees and the proper use of resources. Therefore, promoting the health and safety of our employees, the observance of social standards and the sustainable use of all resources, is of great importance for us. We identify and assess the requirements and expectations of our relevant interest partners. We also expect from our partners and suppliers to comply with our guidelines.

- Our goal is that our customers realize the high quality, originality and competitiveness of our products and services. We want to make us, as well as our customers, successful on a long-term basis.
- We act according to all applying legal requirements. This applies in the manufacturing shop as well as in the start-up plant.
- Our employees have the competences necessary for their activities and are motivated, committed and show a high awareness regarding health, environment and quality. The personnel is embedded in our communication process.
- In development and procurement of products and services we adhere to the state of the art, the principles of R&M (Reliability & Maintainability, efficient use of resources) and we consider ecological and economic points of view.
- As a self-learning organisation we work towards a better understanding of our environment and the constant optimisation of our processes and products. Thereby we utilise lessons learnt for improvements and to reduce risks and to use opportunities.
- Risks are identified, assessed, communicated and minimized.
- Resources and data are provided in the necessary extend to achieve the goals. We treat all information confidential and protect them from abuse.
- Quality, work safety, environmental protection and efficient use of resources are transferred into reality by our employees not only in our own companies and the supply chain, but also on the installation sites.
- With a minimum use of resources we try to achieve the greatest possible effect. We avoid (if this is not possible, we reduce) harmful consequences to our environment.
- We provide healthy and safe working conditions. That includes work-life-balance, the integration of the job and the family as well as the respectful treatment of individual differences between human beings.
- We do not accept human trafficking, forced-, compulsory- or child labour
- We respect the freedom of association of the employees in trade unions and the respective representatives and we adhere to the results of collective bargaining.
- We adhere to the principles as defined in international sets of rules such as ISO9001, VDA6.4, ISO14001, ISO50001, ISO45001, EN9100, ISO13485, ISO27001, SA8000 and ISO26000.

Our guidelines apply to the entire integrated chain of suppliers.

Executive board of KUKA AG:

CEO Dr. Reuter

CFO Mohnen