KROHNE QUALITY and SUSTAINABLE DEVELOPMENT POLICY

KROHNE Quality and Sustainable Development Policy is founded on four pillars: Quality, Health & Safety, Environmental Protection, Social and Ethical Equity as represented by KROHNE QHSE logo. The core principles of this policy can be found behind each letter of the company name.

Knowledge
Reliability
Ownership
Human resources
New technologies
Environment and Ethics

KROHNE's success lies in our expertise, our values, and our expectations and in today's highly competitive market our adherence to this policy strongly contributes to the development and perennity of our company.
This policy shall form the basis of local QHSE policies of our subsidiaries worldwide and must be applied and integrated at all levels of the organization within the KROHNE group: production companies, sales companies and joint ventures.

Knowledge
- By specializing in industrial process measurement, we have gained a great amount of **application knowledge** in various industries and integrated it into our products, solutions and services. We make it our responsibility to put the best of our **knowledge to our customers' service.**
- At KROHNE we recognize the importance of training to strengthen our **staff knowledge**. Our employees benefit from regular in-house and inter-company training sessions on our product-portfolio and **technical knowledge**. As well as "live" in-house instruction KROHNE employees benefit from an e-learning platform and webinars covering a wide range of subjects specific to our products and business.

Reliability
Our clients are our top priority and as a family owned company favouring high customer proximity, we strive to inspire confidence in our customers by being a fair and **reliable partner.** We provide our customers with **reliable products and solutions** which meet and exceed their expectations in terms of design, quality and performance. We do so
- By continuously improving our processes and products in order to uphold and maintain the highest standards.
- By maintaining ISO certifications in our Production and Sales companies. In terms of external customer satisfaction and legal requirements the internationally recognized ISO norms remain the referential management system for the KROHNE Group: Quality ISO 9001; Environment ISO 14001; Health & Safety ISO 45001.
- By integrating eco-design rules and extensive test programs into the
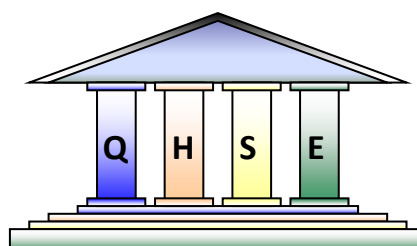
development process of our new instruments, we aim to increase product lifetime and reliability even under difficult process conditions.
- By working with **reliable partners.** We expect only the best from our suppliers and in turn we value their partnership and offer them our trust.

Ownership

- **Process Ownership**
Our integrated management system is built around three types of process: management operating and support. Within this structure several processes have been defined and dedicated process owners have been appointed. The process owner bears responsibility for the effective running and improvement of her/his process.
- **Responsible Leadership**
Clearly outlined responsibilities and authority are an integrated part of our management system. Tasks and responsibilities are distinctly defined, attributed and fulfilled. We demand **leadership and accountability of our managers.**
- **Responsible Staff**
We value and encourage both individual creativity and collective initiatives of our teams. We rely on our skilled, loyal workforce and we therefore engage each employee at all levels within the company to assume full responsibility for their work and acts. We also require of all employees to adhere to this policy.

Human Resources

- As an employer of choice, we offer attractive awards. These include not only market-oriented **compensation and benefits,** but also **performance management,** ensuring that ongoing learning is supported and interesting career opportunities are offered, at home or abroad. In short, KROHNE is small enough to be familiar, but big enough to offer great careers.
- We strive to create an atmosphere where **professional and personal diversity come** to the fore. Thus, employees are not just considered as jobholders, but as individuals and, in a certain way, as **family members.**
- We aim to prevent injury and illness among our staff by providing a safe and healthy work environment at all sites and facilities and implementing ISO 45001 in our factories. This is also ensured **through risk assessment** of our processes and workplace, as well as through **awareness training** of our employees.
- We target zero occupational accidents and illness and reward safety initiatives.

New technologies

- Not only do we seek continuous improvement of our global performance, but also of our devices and technologies. KROHNE brings to its customers state of the art technology. Our innovative technology is enabled by our extensive R&D activities with a significant number of KROHNE employees working in this area. We continuously develop new ideas and patents in both our historical sensor range and new technologies.
- More than ever automation technology is related to information and communication technology. Next to sensor physics, the focus is on device communication such as ethernet communication enabling process and device diagnostic data for evaluation and process optimization.
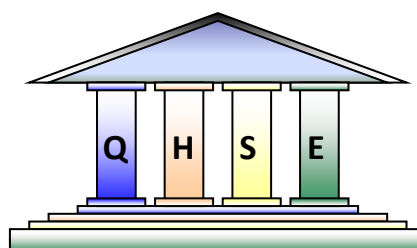
- Alongside the development of such new technologies in product design, KROHNE is investing in digital transformation projects spanning across many activities such as paperless factory, digital media, product life-cycle management, data services and more. The aim of this transformation is to increase our efficiency, improve our workflow, and to bring smart advantages to our customers

Environment & Ethics

We value the importance of today's emphasis on sustainability and social responsibility and further to subscribing to ISO standards we ensure several measures to meet environmental and social challenges.

<u>Environmental protection</u>
- By aiming to conduct our operations in an environmentally sound manner. We prevent pollution on our premises and reduce waste and emission to the surrounding environment.
- Sustainable procurement
  KROHNE prioritizes reputable suppliers and ISO certified companies. Our suppliers are also required to endorse KROHNE's Business Partners Code of Conduct and HSE Suppliers' policy.
- By incorporating Eco-design rules into our product life cycle and packaging, therefore reducing raw material and energy consumption and limiting the environmental impact of our products.
- By ensuring that our products and/or systems meet the highest safety and environment regulatory requirements such as ROHS, REACH and WEEE and standards (ISO 14001), therefore ensuring the safety of our users and reducing the risk of environmental impacts on our customer sites.
- By introducing global sustainability reporting with the aim of evaluating and reporting on our environmental footprint and social impact.

<u>Ethical and social Equity</u>
- We are committed to maintaining our position as a reputed world-wide company with zero tolerance for illegal or unethical behaviour. We strive to create a culture of integrity as reflected in the German ZVEI's Code of Conduct for Corporate Social Responsibility.
- We engage all employees to commit to its principals by complying with KROHNE Code of conduct and we extend adherence to these principals to our suppliers and channel partners.
- As a *corporate citizen,* KROHNE is committed to social responsibility and we defend the human rights stated in the charter of the United Nations. We reject any violation of these rights including child labour. We furthermore reject morally wrong or offensive practices and we protect our employees from discrimination and physical or psychological abuse of any kind.
- We reject corruption and bribery in all its forms, as stated in the UN Convention and we also demand that all employees respect the KROHNE Gift Policy

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