

The KRONES mission statement: Corporate values, acting in accordance with the law and with our ethics, people at KRONES, handling knowledge and information at KRONES, social responsibility, support and assistance, respect for human rights, anti-corruption programme, leadership and responsibility, collaboration, treatment of company property, conflicts of interest, collaboration with stakeholders, confidentiality, data protection, the dangers of new media, sustainability, quality, health, safety and the environment, applicable scope and re-



**The KRONES Group**  
**Code of Conduct**



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# I. Corporate values

## Foreword by the Executive Board

In times like these, it is important as a company to show responsibility, to be transparent in all company values and decisions, and to put forward a good image in the market. KRONES wants to be seen not only as a market and technology leader, but above all also as a **reputable, credible and reliable partner** – and for that to be so equally with customers, suppliers and shareholders and with official bodies, institutions and the wider public.

Throughout its existence, KRONES has worked to establish an outstanding reputation, which it intends to maintain going forward. For that reason, KRONES as a market leader wants and needs to set standards – including for compliance. That places high demands on every one of us. We want to ensure that **our actions are impeccable, correct and exemplary at all times.**

The Code of Conduct is based on our common company mission statement. The aim of this Code is to ensure company-wide compliance with laws, standards and guidelines, in order to create a working environment characterised by integrity, respect and fair and responsible action. At the same time, it serves to

anchor a reliable compliance culture within the enterprise and encourage employees in identifying any things which are not as they should be. It is valid and binding for every employee and corporate body – for the Executive Board, management and all employees **worldwide**.

For that reason, the conduct specified in the Code of Conduct should not only be formally observed by all employees and bodies in the KRONES Group, but distilled in you and its values reflected in your actions. Violations of the Code of Conduct are followed up and dealt with accordingly, in the interests of all employees. Only through that does it become the basis of an open and legally compliant corporate and compliance culture which we live out fully each day.

**“For us as Executive Board members at KRONES AG, observing and implementing the Code of Conduct is fundamental.”**



Christoph Klenk



Norbert Broger



Thomas Ricker



Markus Tischer



Ralf Goldbrunner

# I. Corporate values

## KRONES mission statement

### Sharing values – creating values together

Our customers around the world are primarily from the food and beverage (liquid food) industry. Our customers' satisfaction is our highest priority.

**We supply them with the best machines, lines and systems, including all services and innovative IT solutions.**

To consolidate our position, we will profitably grow stronger than the market (peer group) in every segment and continue to advance our technological leadership and competitive standing – with innovative strength, a willingness to change and consistent commitment. We listen to our customers, develop our products to suit their needs and expand on them with new technologies. Our lines and complete solutions provide the highest level of efficiency at competitive prices. Our global network enables us to provide fast, cost-effective, high-quality service – any time and anywhere.

All strategic decisions are aimed at ensuring the company's sustainable development. Even when optimising profits and cash flow in the short term, we still keep sustainability clearly in our sights. This makes KRONES a dependable partner for our customers, employees, shareholders and suppliers. Our financial strength gives us independence. We use resources wisely in order to safeguard this freedom for the long term.





Our sites around the world form a global value chain that creates the very foundation of our success. Our global production is outstandingly efficient. **Our value creation concept is differentiated according to our types of business.** KRONES offers attractive working conditions, sustainable jobs and room for individual developments on a global level. Our corporate culture is characterised by transparent hierarchies, appreciative leadership and clearly communicated goals. To stay agile and competitive in the future, we keep our structures lean and efficient.

We are a multinational corporation where a diversity of cultures, languages, and lifestyles come together on an equal footing. We treat each other fairly and openly, take on responsibility and make decisions. All of our actions are characterised by honesty and transparency. We are interested in the thoughts and opinions of our employees and partners and are willing to learn from others. We are proud of our products.

KRONES – “We do more.”

## I. Corporate values

### The KRONES Code of Conduct: We do more.

**We:** In a fast-moving world and a constantly-changing sector, it is vital as a company that we all – Executive Board, management and every individual employee – pull together in the same direction. It is our shared goal to take on responsibility for our company and to protect the reputation of our Group brands.

**Do:** We must all be aware of the economic, social and environmental impacts of our actions. Precisely for that reason, our common path must be characterised by honest, ethically correct and, above all, integrity-based conduct. Integrity – what does that effectively mean for us? Acting based on integrity means doing the right thing – even when no-one is looking – and demonstrating the courage to bear the consequences of our own decisions. It also means every one of us respecting and complying with the applicable rules within the company, at all times and in all places.

**More:** We at KRONES set high standards and have high expectations of ourselves. We want to be the best and to give our best for that – in every respect, whether in relation to our technological standards, the high quality of our products, or equally in our social conduct. In doing so, we take responsibility for the manner in which we deal with one another within the company, and in the collaboration with our business partners and in our customer care.

#### **Living values together**

KRONES is built on strength of innovation, a delight in change, and a readiness to perform – but also on honesty and transparency. The Code of Conduct gives expression to precisely these values, and serves us all as a binding guideline in our day-to-day professional work. The principles in this Code of Conduct are aimed at assisting an understanding of why ethically and legally correct decisions are so important for KRONES. The contents of the Code of Conduct are embedded in concrete case studies and scenarios in order to illustrate possible risk situations in the company in a practically oriented manner.



# I. Corporate values

## The people at KRONES are its strongest lever

It is the responsibility of every one of us to live our values and to create values together. For it is only if we act in accordance with shared values, rules and laws that we can achieve our goals for the long term as a company.

### Being aware

- Developing an awareness of correct and integrity-based conduct
- Developing a feel for critical situations in day-to-day working



### Recognising and identifying things that are not as they should be

- Anonymous reporting in the KRONES Integrity whistleblower system
- Long-term implementation of a compliance culture

### Take responsibility for your own actions

- Be aware of possible consequences in the event of violation
- Learning from mistakes

**Acting in  
accordance with  
the law and ethical  
principles**

## II. Acting in accordance with the law and ethical principles

### Complying with legal, social and political framework conditions

Compliance with applicable law is a matter of principle for KRONES. As a globally operating company, it has to respect diverse framing social, policy and legal conditions in all its business processes, market activities and relations with business partners and third parties. Accordingly, for KRONES the fundamental principle applies that it must conduct its business, whether domestically or abroad, whether in the parent company or in a subsidiary, consistently in harmony with the legal provisions, standards, industry standards and its own internal regulations.

#### **Example**

*A business partner asks me, as a KRONES employee, to handle a transaction which sits in a legal grey area. I then have a discussion with my manager, and report the incident to Compliance and Corporate Governance.*

#### **My contribution**

As an employee, I know the legal regulations relevant for my area of responsibility, and I respect them. As necessary or in the event of any doubt, I consult my manager, the relevant specialist departments or Compliance and Corporate Governance for advice. Beyond that, I respect local laws, values and ethical ideas for my respective KRONES location.



## II. Acting in accordance with the law and ethical principles

### Respect for human rights

As a company that operates internationally, KRONES undertakes to respect human rights and labour rights across the entire value chain. We strictly reject any form of forced labour (modern-day slavery), child labour and inhumane working conditions. We respect legally specified and collectively agreed working times, offer fair remuneration and social benefits, guarantee free expression of opinion and freedom of association for employees and attend to the health and safety of our employees in the workplace. We promote equality of opportunity for people of different origin, and prohibit any form of discrimination based on skin colour, age, gender, sexual orientation, religion or other characteristics of diversity. The guidelines of our duty of care with regard to human rights are formed by the UN Global Compact,

the International Labour Organization (ILO), the OECD guidelines and the Base Code of the Ethical Trading Initiative (ETI). With the help of the KRONES Supplier Code, we also ensure these principles on the part of our suppliers.

#### **Example**

*I receive a notification that a human rights violation has occurred in our supply chain (e. g. child labour, forced labour, discrimination). As a KRONES employee, I am aware that this is not compatible with the corporate values and I pass on my information without delay via the appropriate reporting mechanisms.*

#### **My contribution**

As a KRONES employee, in addition to the applicable legal provisions I am also sensitive to all human rights issues, am familiar with the fundamental provisions and instructions and am vigilant for possible human rights violations – both in the company and equally in the upstream and downstream value chain. In the event of contravention, I contact the responsible bodies and report the infringement.

## II. Acting in accordance with the law and ethical principles

### The KRONES anti-corruption programme

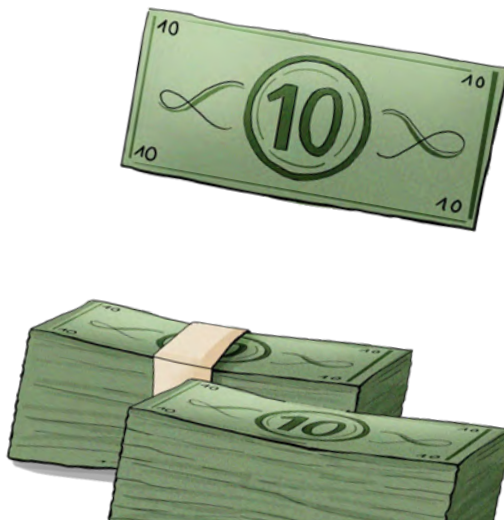
The term corruption covers the abuse of power entrusted to someone to procure for oneself or for third parties a tangible or intangible advantage to which there is no lawful entitlement. All KRONES employees must desist from any form of corrupt conduct. Neither cash payments nor other benefits may be made in this regard. KRONES pursues a zero-tolerance policy in this context. Corruption brings with it a high risk of criminal prosecution and reputational damage. The KRONES anti-corruption programme sets out specific components for dealing with corruption.

#### **Example**

*As a KRONES employee, I am confronted with a request for a bribe at an international airport. Where my physical person is not at risk, I refuse payment. In doing so, I am backed by the recommendations for action in the guidelines in the anti-corruption programme.*

#### **My contribution**

I am aware that, as a KRONES employee, I must desist from any form of corrupt conduct, and I have therefore familiarised myself with the guidelines in the anti-corruption programme. My goal is to advance business through quality and integrity.



# People at KRONES

### III. People at KRONES

## Leadership and responsibility

KRONES managers carry particular responsibility and serve as models. At all times, they are the first point of contact for their employees in the event of any questions or issues. It is in the manager's responsibility to ensure that the valid laws are entirely complied with. Their duties include making it clear that respecting laws and the KRONES policies has the highest priority under all circumstances and at all times.

The elements of delegation of duties (expert selection, instruction, training, monitoring, communication and, if necessary, sanctioning of employees) form the basis for rule-compliant management at KRONES.

Further to that, KRONES managers grant their employees as much own responsibility as possible.

#### **Example**

*One of my employees has a question about implementing a new guideline. I use the opportunity to discuss the guideline in question and its implementation at the same time, openly for everyone, at the next team meeting.*

#### **My contribution**

As manager, I do not tolerate any infringements of our guidelines by employees. I monitor all processes sufficiently, so that any misconduct in my area of responsibility is recognised at an early stage. Should I, as a KRONES employee, have questions myself regarding particular activities or be uncertain regarding implementation, I immediately approach my manager to eliminate any uncertainty.

### III. People at KRONES

## The KRONES Leadership Principles

The KRONES Leadership Principles link to our company mission statement and provide orientation in relation to the agreed and expected management conduct. They make it transparent for employees what the expected conduct for managers is. On this common basis, both sides can enter into dialogue. The Leadership Principles are binding and apply worldwide.



**I am the  
greatest lever!**

#### **Performance**

Focus on results and take ownership.

#### **Collaboration**

Put the fish on the table.

#### **Innovation**

A bright future needs an ambitious today!

#### **Attitude**

Lead by example – growth and comfort never coexist.

**A bright future needs an ambitious today.  
An ambitious today means performance. Performance needs collaboration.  
The fundament is attitude.**



### III. People at KRONES

## Collaborating with one another

KRONES expects that its employees will take on responsibility as part of their duties, will show initiative and learn from mistakes. Every employee at KRONES should see himself or herself as a brand messenger and representative of the company. The work environment should be characterised by professionalism, fairness, honesty, integrity, respect and trust.

#### **Example**

*In my area at KRONES, I notice that a colleague is being insulted by other colleagues because of where he comes from. I don't close my eyes to this, but attempt firstly to intervene myself or approach my manager, the HR department or Compliance and Corporate Governance in confidence in order to resolve this issue.*

#### **My contribution**

At KRONES, I respect the worth, the privacy and the moral rights of every individual. In that regard, KRONES does not tolerate any form of bullying, discrimination, harassment or insult. This applies to both the active display and passive toleration of such behaviour.



### III. People at KRONES

## Treatment of company property

KRONES possesses company property at its worldwide production, marketing and business locations, such as tools, laptops, office equipment and pool cars. The use of company-owned items for any unlawful purpose is strictly prohibited.

#### **Example**

*Following discussion with my manager, I borrow a tool for personal use for a given period, and reliably return it again at the agreed time. Naturally, I ensure that it is carefully handled and that there is minimal wear to it.*

#### **My contribution**

I use company-owned work equipment solely for company purposes and not for private use. I safeguard it against access by third parties, and I handle it with care. I am entitled to borrow tools and media for private purposes – however, only in exceptional instances, with negligible wear, and following discussion with my respective manager.



## III. People at KRONES

### Conflicts of interest

Conflicts of interest may arise if private interests cut across professional ones. Our actions are directed at avoiding any kinds of conflicts of interest which could have an adverse effect on our company. If an employee puts his or her personal interests above those of the company, this can harm the company. Accordingly, KRONES expects all employees to avoid such conflicts of interest.

#### **Example**

*As a KRONES employee, I receive an offer from a business partner who happens to play alongside me in a football team outside of work. I declare the conflict of interest transparently to my manager, and withdraw from the negotiations.*

#### **My contribution**

I maintain respectful working relations and avoid conducting myself in too friendly a manner with business partners. I always indicate that, even in the event of a contract which is satisfactory for both parties being concluded, I cannot consider accepting a personal and beneficial acknowledgement.

### III. People at KRONES

## Collaboration with stakeholders – Suppliers and customers

KRONES enters into a long-term partnership, both with its suppliers and with its customers, which is characterised by openness, trust and commitment. We only enter into business partnerships where this is in line with our fundamental values.

#### **Customer example**

*As a sales manager, I receive an enquiry from a customer to declare his second-hand machine as a new machine and to issue inaccurate documents for it. I then have a discussion with my manager, and report the incident to Compliance and Corporate Governance.*

#### **Supplier example**

*As an employee in Purchasing, I notice that a long-standing supplier is not complying with the specified values and measures of conduct in the KRONES Supplier Code. I therefore approach my manager, since this business relation needs to be reviewed.*

#### **My contribution**

As a buyer at KRONES, I am familiar with the contents of the Supplier Code and the Group requirements.

As a Sales employee at KRONES, I am familiar with the customer's fundamental values and consistently compare these with our values. Should I be unsure whether the proposed transaction is lawful, I immediately approach the respective specialist department to seek advice from them.

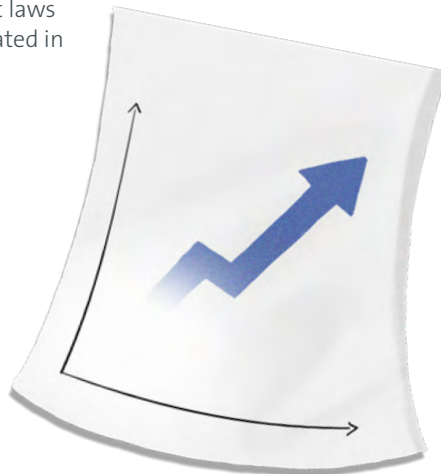
### III. People at KRONES

## Collaboration with stakeholders – Competition

We support free and undistorted market competition, and in doing so we uphold fair dealings with our competitors. In turn, we expect the same from other market participants. Making agreements with competitors about prices or terms and conditions is strictly prohibited, as is making agreements to divide up markets. Coordination within professional associations can also result in concerted action that violates antitrust laws and must therefore be validated in the specific instance.

#### **Example**

*At a trade fair, a competitor engages me in conversation about the price policy at KRONES. I end the conversation, since it must be classified as critical from the antitrust perspective.*



#### **My contribution**

I do not discuss matters such as financial costings, capacities, profit margins or other factors capable of influencing the company's competitive conduct with competitors and their employees. Moreover, I refrain from making agreements concerning submitting bids, restrictions on business relations, submitting false quotations or dividing up customers, markets, territories or production programmes.

# Handling knowledge and information at KRONES

## IV. Handling knowledge and information at KRONES

### Confidentiality

For all internal, confidential and protected KRONES information, absolute confidentiality is imperative. Information from suppliers, customers, employees, advisers and other third parties which is not publicly communicated must be protected in accordance with the legal and contractual specifications.

#### *Example*

*A former colleague who has moved to a competitor asks me in confidence for design drawings. I do not pass on any information, and I refer to the duty of confidentiality to which he and myself are bound under the contract of employment.*

#### **My contribution**

As a KRONES employee, I am familiar with the duty of confidentiality as set out in my contract of employment. The safeguarding of confidential information is taken very seriously at KRONES! I observe this basic principle at all times, including after the ending of the contract.



## IV. Handling knowledge and information at KRONES

### Data protection

Data protection affects us all in some way. That means that every individual employee is responsible for complying with the data protection provisions. Global electronic exchange of information and access to the internet and intranet are preconditions for effective working and the economical success of KRONES. However, digital communication also brings with it a number of risks to privacy and to the security of data. As a result, effective protection against these risks is a vital part of information management.

#### *Example*

*A colleague asks me for a file containing the personal data of business partners. I only forward it after I have checked about the purpose he or she needs it for. In addition, I encrypt the file with a password and inquire about the applicable rules.*

#### **My contribution**

I contribute to protecting the personal data of colleagues, former colleagues, customers, suppliers and other persons concerned. I will only use personal data as defined in the data privacy law where this is necessary for specified and lawful purposes. For those involved, I make the use of the data transparent and I delete the data immediately once the lawful purpose no longer exists.





## IV. Handling knowledge and information at KRONES

### The dangers of new media

New technologies such as cloud services, social media and digital communication are fundamentally changing how we communicate, how we deal with one another and how we conduct our business. At the same time, they mask new dangers, both in our internal business processes and in our communications with customers. There is a risk of unintentionally disseminating information that is not intended for public consumption. Protecting our customers and our own know-how, as the basis of our market and technology leadership, assumes unconditional priority in that regard. Thus, the obligations for confidentiality and secrecy set out in the contracts of employment apply in the sphere of the social networks too.

#### *Example*

*I see a photo of a customer machine on a social network which has been posted by a private individual. By chance, I know that there is a confidentiality agreement in place with this customer and that no photos are allowed to be published. I report this to the Social Media section (Corporate Communications), rather than responding to it directly myself.*

#### **My contribution**

I take the responsibility which I have in the digital sphere very seriously. Accordingly, I protect not just myself, but also KRONES as a company and our customers. I act at all times with an awareness that I bear full responsibility for all content that I share or publish, and therefore acknowledge this as my own opinion.

# Social responsibility

## V. Social responsibility

# Sustainability

KRONES is committed to corporate sustainability. To identify possible risks for employees, the environment or society at an early stage, to reduce our environmental footprint and to continuously expand the positive influence on society, sustainability always needs to be included in the thinking-through of all key decisions. We are aware of the responsibility that we bear not only for our economic performance, but also for the impacts of our business activity on the environment, employees and society as well as future generations.

### *Example*

*Because an internal process needs to be adapted, at first an on-site meeting is planned with colleagues from a KRONES subsidiary. However, before booking my business trip, I check whether a flight is absolutely necessary, or whether a video-conference could serve that purpose. By doing so, I avoid CO<sub>2</sub> emissions that are harmful to the climate – and also save on costs additional.*

### **My contribution**

Sustainability demands aware, appropriate and responsible action. As a KRONES employee, I ensure that I do not take decisions solely on economic grounds. I also weigh up the consequences that might arise for the environment, society and my colleagues.

A large, stylized graphic of the chemical formula CO<sub>2</sub> in a light green color. The letters are thick and outlined, with a slight 3D effect. The '2' is a smaller, bold number with a white fill and a green outline.

## V. Social responsibility

# Quality, health, safety and environment

KRONES puts the greatest value on the quality of its products and services. In a close dialogue with our customers and suppliers, we work on continuously improving our supply and performance capability, and on the further development of our products. At the same time, we promote the health and safety of our employees through active health management and occupational work safety. Our aim is to take preventive action in identifying potential risk factors, to develop effective preventive measures and thus protect employees from hazards, injuries and illnesses. Moreover, through measures in the sphere of environmental sustainability, KRONES acknowledges its responsibility for a clean environment and for climate protection, both in its own production process and for our products.

### *Example*

*To process orders speedily, operations are running at full speed in Sales, Production and Assembly. As an employee, despite the significant workload, I ensure that I am respecting the high quality standards of KRONES, that I am ensuring safety for myself and my colleagues, and that I am not needlessly placing a strain on the environment.*

### **My contribution**

As an employee, I know that KRONES acts in accordance with applicable laws, regulations and binding obligations. I try to detect, analyse and avoid any risks to quality, the working environment and the natural environment at an early stage. In my daily work, customer satisfaction due to the highest quality is simultaneously a requirement and a motivator for me.





# Support and assistance

## VI. Support and assistance

# Applicable scope and responsibility for every individual

The Code of Conduct applies for all KRONES Group employees and equally for Executive Board members, Supervisory Board members, managing directors and executive staff. All employees of companies belonging to the KRONES Group observe the respective local law in implementing the Code of Conduct. As a KRONES employee, I observe the Code of Conduct and conduct all business efficiently and in line with this Code. As a manager, I inform my employees regarding the code and the guidelines applicable at KRONES, and I live these out in my area of responsibility. I give regular reminders of these instructions and ensure that they are observed. As a manager, I consistently raise the issue of misconduct and I apply sanctions.

As a KRONES employee, I am sensitive to critical situations in day-to-day business. I am aware that I act as a first line of defence for KRONES.



## VI. Support and assistance

### Open questions and decision-taking

In principle, every situation is different – a Code of Conduct cannot always prescribe the correct conduct for every instance. However, this Code of Conduct formulates rules and principles that should be respected and sensibly implemented by all KRONES employees or parties involved. If a KRONES employee is unsure in a particular situation as to what the correct conduct should be or if he or she has questions generally, the following set of questions may assist in deciding on the action to take:

#### Six questions for decision-taking

- Can the good reputation of KRONES, our compliance with laws and our social responsibility still be protected as a result of my decision?
- Is my decision in accordance with laws and company regulations?
- Would my decision also withstand scrutiny from third parties?
- Can I make my decision without bias, in the best interests of the company and without taking my own interests into account?
- What would my superior and/or my colleagues say if they knew about it?
- Could my decision also be made transparent?



## VI. Support and assistance

# Reporting channels and consequences in the event of infringements

In the event of an infringement of the Code of Conduct, company policies or legal regulations, an employee should – apart from sanctions prescribed by law – reckon on consequences under employment law. To that extent this Code must be viewed as constituting an obligation under employment law. The infringement of company-internal rules and of legal instructions may lead to disciplinary measures, to termination of the contract of employment and/or to further legal steps.

Since KRONES puts value on an open corporate culture, every employee and outside third parties are encouraged to approach contact points within the company in confidentiality if they become aware of compliance risks. For all KRONES employees, the first point of contact is the respective manager. Additionally, KRONES offers both its employees, but also its customers, suppliers and other business partners, a secure whistleblower portal: KRONES Integrity.



## VI. Support and assistance

### The KRONES Integrity System

A reporting channel for compliance infringements, the KRONES Integrity system is a constituent part of our trust-based corporate culture: The KRONES Integrity system online portal is aimed both at Group employees and at outside parties who identify a gap in compliance with laws or provisions in connection with KRONES. To guarantee users maximum access and data protection, together with encryption of the content and a secure connection, the system is operated by an independent provider. This channel can be used to give relevant notifications worldwide and round the clock – securely and confidentially. The notifications received are processed solely by Compliance and Corporate Governance at KRONES AG. Absolute confidentiality is guaranteed at all times.

**Subject:**  \* Required field

Do you want to state your name?  Yes  No

Please describe the incident in as much detail as possible: \*

If you would like to stay anonymous, you will be protected by the BKMS® technology. Please make sure that the information you provide does not contain any reference to you.

You still have **4096** characters at your disposal.

Please answer the following questions in order to optimize processing your report even if you have already provided the answers in the text field above:

In which country did the incident occur? \*

Please specify which company of the KRONES Group is affected: \*

What is your relationship to our company?

If possible, specify the affected department:

Have you already informed anyone else about the incident? \*  Yes  No  Not specified

Are KRONES supervisors/managers involved in the incident? \*  Yes  No  Unknown

Have damages already occurred?  Yes  No  Unknown

Is the incident still ongoing? \*  Yes  No  Unknown

Are other persons/organisations involved in the incident?  Yes  No  Unknown

Attachment: You can attach a file of up to 2 MB.

KRONES Integrity System:  
<https://www.bkms-system.net/krones>

You can find the direct link to the KRONES Integrity system right at the bottom of our website [www.krones.com](http://www.krones.com).

