

KERN-LIEBERS

GROUP OF COMPANIES

**Corporate Values
and Guidelines of the
KERN-LIEBERS
Group of Companies**



KERN-LIEBERS

CORPORATE VALUES AND GUIDELINES

PREAMBLE

We live technology

As a globally operating family business we are as conscious of our Black Forest origins and tradition as we are of the importance of our international role, and we are equally committed to both.

Our technological development work is consistent and done in close cooperation with our customers. The continuous improvement of our products and processes is our everyday motivation. This is the only way we can grow profitably, generate income and ensure the continued viability of KERN-LIEBERS worldwide.

The element that binds all companies across the KERN-LIEBERS Group of Companies, each with their own national cultures, is our framework of values. Our values guide us in our decisions and our conduct on a day-to-day basis.

Throughout the company, each of our employees is called upon to practice open communication – in their unit, at their production location and beyond – and to make a positive contribution to shaping the corporate culture of KERN-LIEBERS. The special role of our managers here is to lead by example.

By carefully observing our values, each and every one of us contributes to a fair and respectful approach with each other. In doing so, we also ensure that we achieve our most important corporate goal – sustainable economic success that is consistent with our social responsibilities around the world. This is the benchmark against which we want to be measured.

APPRECIATION

Respect - Tolerance - Interest

In our work we always treat our partners in discussion with respect. We are interested in the opinions and positions of others. This is how we conduct ourselves with our colleagues, our employees and managers, our customers and our suppliers.

CUSTOMER ORIENTATION

Internal and External Customers – Commitment to Service and Quality – Reliability

By customer we mean both internal and external customers. We are dedicated to a high level of service and base our decisions and actions on the high quality requirements of our customers. We are reliable in terms of what we say and promise, and the agreements we make.



RESPONSIBILITY

Understanding Areas of Responsibility – Thinking „Outside the Box“ – Giving Support

By responsibility we mean both legal and moral responsibility as well as individual responsibility for one's own actions. We agree upon clearly defined areas of responsibility. However, the assumption of responsibility goes beyond each individual's own area of responsibility and we support others in the KERN-LIEBERS group in achieving their goals. We are aware of our responsibility to our surroundings and our environment. Our conduct is in accordance with our compliance guidelines.

CHANGE

Shaping Changes - All-round Visibility

We are part of a rapidly changing world. Knowing this, we live for and support our improvement and change processes continuously, with due regard for social change. We nurture technical progress and innovative products and processes.



COMMUNICATION

Recipient-oriented - Flow of Information

Our goal-driven and clear communication is an important factor in achieving our corporate goals. We value direct and personal communication. We see the flow of information as an obligation to give and take in equal measure.

FAIRNESS AND EQUAL TREATMENT

Assessment of Performance - Development Opportunities

Our employees are the basis for our corporate success. Our goal is to achieve a climate marked by fairness towards each other. This can be seen in our fair assessment of performance and in the development possibilities available to each individual.

LONG-TERM FOCUS ON SUCCESS

Independence - Efficiency - Profit

As a family business, our hallmark is long-term independence. The foundations for this are a focus on results, a highly developed sense of cost consciousness and efficient work practices. In this context, we are mindful of the sustainability of our decisions and our actions.



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