

**Corporate Policy**

The primary objective of our company is to achieve maximum customer satisfaction with products and services that completely fulfill our customer's expectations.

Our capability to compete, our commercial success and continued existence are assured only by achieving customer satisfaction.

In order to fulfill the expectations of our customers, we exclusively offer high-quality products and services.

For this purpose, we provide a goal-oriented infrastructure, we design and document our procedures to be process-oriented and continuously improve and optimize them, depending on the market requirements and the analysis of problems as components of a continuous improvement process.

By training our employees and partners, at all levels we promote a sense of responsibility for quality, the environment, health and workplace safety, by demanding an unrestricted compliance with the following principles.

**Compliance with laws**

We comply with all relevant legal and regulatory requirements of the applicable legal system(s) in our German and international sites and subsidiaries.

We make sure that sub-contractors working in our name or performing work on KAESER products apply the same quality and environmental standards as we ourselves apply.

**Occupational health and safety**

We assume responsibility for the health and safety of our employees at their workplace.

We recognize hazards and identify preventive measures against accidents and occupational diseases.

Using training and instructions, we ensure that all employees are well versed in the topic of work safety.

We offer health-promoting support to our employees.

**Respect for fundamental and human rights**

We promote equal opportunity for and treatment of our employees, regardless their skin tone, race, nationality, social background, disability, sexual orientation, political or religious belief, gender or age;

We respect the personal dignity, private sphere and personal rights of everybody.

We do not force anybody to be employed by us or work with us.

We do not tolerate any unacceptable treatment of personnel, such as brutality, sexual and personal harassment or discrimination.

We provide fair wages and guarantee the statutory national minimum pay.

We comply with the statutory maximum working hours.

If legally possible, we recognize the right of our employees to associate and we neither give precedence to nor discriminate against members of workers' organizations or trade unions.

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## QESM Manual

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### Protection of the Environment

We believe that maintaining the quality of the environment is not just the responsibility of the state but also that of every enterprise and individual.

We employ appropriate measures to verify and assess in respect to statutory and international standards, the current and future effects of our actions and products on the environment.

On the basis of this empirical knowledge, we determine the measures required for a sustainable operation, including the saving of energy, reducing the consumption of natural resources and lowering or avoiding emissions of harmful substances.

### Prohibition of corruption and bribery

We do not tolerate or condone any form of corruption or bribery, including any illegal offer of payment or similar gifts intended to influence a decision.

### Prohibition of forced and child labor

We do not hire employees below a minimum age of 15 years.

In countries subject to the exemption for developing countries per ILO Convention 138, the minimum age may be reduced to 14 years.

### Corporate Objectives

We can successfully compete in a global market place only, if we attain the following corporate objectives:

- provide the best solution for each customer,
- at prices in line with market conditions,
- in the required quality,
- in the time agreed,
- in the most efficient manner, and
- with minimal environmental impact

These success factors are interdependent. The most important factor, however, is quality as this cannot be compensated by any of the others.

The objective of "minimum impact on the environment" means to us that our products not only work very economically and environmentally friendly by delivering "**more compressed air with less energy**" but also that we use natural resources as little as possible in production, sales and service.



Management Board: Chairman  
Thomas Kaeser



Management Board  
Tina-Maria Vlantoussi-Kaeser

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