



## KSG Group Code of Conduct

Status: July 2023

The KSG Group is committed to ecologically and socially responsible corporate leadership. We expect our employees to adhere to the principles of ecological, social, and ethical behavior and to embody these within the company. Furthermore, we are dedicated to continuously enhancing our business practices and services in the spirit of sustainability. As part of a holistic approach, we anticipate the same conduct from all of our business partners.

- Elimination of forced labor, unacceptable treatment, and harassment
- Prohibition of child labor and adherence to special protections for young workers
- Fair compensation & working hours in accordance with national legal regulations
- Occupational health & safety through regular employee training and inspection
- Prohibition of discrimination
- Monitoring, inspection, treatment, and reduction of industrial wastewater & air pollutant emissions
- Responsible management of waste and hazardous substances
- Reduction and avoidance of raw material consumption and natural resource management
- Adherence to fair competition standards
- Confidentiality of sensitive information, compliance with data privacy laws, and respect for intellectual property rights
- Zero tolerance policy prohibiting all forms of bribery, corruption, extortion, and embezzlement



social  
responsibility



ecological  
responsibility



ethical  
business conduct

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