

Quality and Sustainable Development Policy

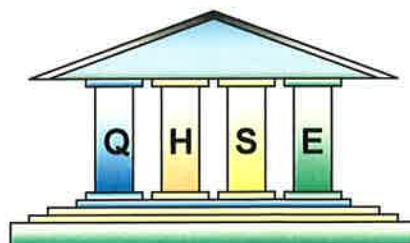
The corporate Quality Manager and the Central Management of KROHNE herewith declare that the Quality and Sustainable Development Policy must be applied and integrated into all levels of organization within the KROHNE group: Production, Sales Companies and Joint Ventures. It is founded on 4 pillars (Quality, Environment, Health & Safety, Social and Ethical) and shall be the basis of the local QHSE policies of our subsidiaries worldwide.

Quality

- By providing **our customers** with instruments and solutions which **meet and exceed their requirements** and expectations for value, quality and service. As a family owned company favoring **high customer proximity** we strive to inspire confidence in our customers by being a fair and reliable partner.
- By involving all **our employees**. They are our greatest asset and we value and encourage both the individual creativity and collective initiatives of our teams to achieve Excellence.
- By sharing experience and **harmonizing the best work methods** within the KROHNE group regarding various processes and procedures as well as tools and product design.
- **By communicating about our success and escalating the difficulties** to an upper level. By learning from our mistakes we gain strength for future projects. We are therefore able to improve our performances, face new challenges and secure corporate growth.
- **By continuously improving our processes and products** in order to uphold and maintain the highest standards. We do so by taking into account the results of our Key Performance Indicators and QHSE internal audits as well as management reviews and all types of non-conformities or opportunities for improvement.
- By maintaining **ISO 9001 certifications** in all KROHNE Production Companies and—by implanting a Quality system which fulfills **ISO 9001** requirements in our Sales Companies.

Environment, Health & Safety

- By providing our customer with solutions and instruments adapted to their applications, therefore ensuring the **Safety of KROHNE instrument users** and reducing the risk of environmental impacts on customer sites.
- By clearly defining and reinforcing the **responsibilities and accountability of our managers** with regards to Environment and Health & Safety topics.
- By developing products and/or systems which satisfy the highest safety and environmental standards and which comply with the applicable **legal requirements and corporate H&SE guidelines**.
- By preventing injury and illness among our staff in providing a safe and healthy working environment at all sites and facilities. This is also ensured **through risk assessment** of our processes and work place as well as through **awareness training** of our employees.



- 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.
- By applying eco-design methodologies, reducing raw material and energy consumption of our instruments, we limit the environmental impacts of our products on site as well. This is achieved by **environmental analysis** and by **training and informing** our teams and concerned suppliers.
- **By continuously improving** our H&SE system and manufacturing activities through incident analysis, H&SE audits, anticipation and evaluation of law & regulations.
- By **openly communicating** the present policy and delegating local communication about H&SE objectives and results to our local General Managers
- By implementing and maintaining a H&SE system in compliance with **OHSAS 18001 and ISO 14001** requirements in all our operations and processes throughout KROHNE production Companies

Social and Ethical

- *As an acknowledged market leader* driven by its **technological excellence** our success widely depends on the people who work for KROHNE. It is only with **highly ambitious, engaged, skilled, and loyal employees** that we gain a competitive edge.
- *As an employer of choice* for these talents, we have to offer them attractive rewards. These include not only market-oriented **compensation and benefits**, but also a **performance management** ensuring that lifelong 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.
- *As a global family company with a strong corporate culture*, KROHNE goes beyond these "hard factors" in its effort to be an employer different from its competitors. 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**.
- *As a social responsible company*, KROHNE has endorsed the German ZVEI's **Code of Conduct** for Corporate Social Responsibility and we are committed to apply it in the whole KROHNE group and promote adherence to its content by our suppliers. We **reject corruption and bribery** as stated in the UN Convention; promote transparency trading with integrity, responsible leadership and accountability of our managers.
- *As a corporate citizen*, KROHNE is committed to a particular **social responsibility**. This includes, but is not limited to, the uncompromising **refusal of any discrimination** (be it for reasons based on ethnic or national origin, religion, age, sex, sexual orientation, disability, union membership or political affiliation), of **child labour** and of any other **violation of human rights**.

Duisburg, 18th December 2012



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