

Corporate Responsibility



As a family enterprise and leading manufacturer of braking systems, Knorr-Bremse has always been a forward-looking company that contributes significantly to reliable, efficient and safe travel by road and rail. This means that we bear particular responsibility – for our employees, our customers and our business partners – but also for the environment and society in which we live and work.

For this reason sustainability* is a central element in our corporate culture and strategy. The term "Corporate Responsibility" (CR) sums up our strategy of incorporating social and environmental concerns into our business processes. We are convinced that if economic, environmental and social factors are systematically factored in, we can both ensure the long-term success of our business and at the same time generate benefits for society.

These CR guidelines describe what we understand by corporate responsible conduct. For each of our six CR focus areas we have set down guidelines establishing the main focus of our efforts to realize our responsibility for our employees, business partners, the environment and society.

The overarching aim of our commitment to CR is:

- to identify at an early stage the opportunities and risks created by changes in the social and environmental framework in which we operate,
- to fulfill customer expectations with regard to our corporate responsibilities,
- to strengthen our business development and corporate culture,
- to enhance the reputation and social acceptance of the company,
- to contribute towards sustainable development of the economy, society and the environment.

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*Definitions of sustainability and Corporate Responsibility (CR)

The idea of sustainability involves an equitable concept of development that meets the needs of the present generation without putting at risk the ability of future generations to meet their own needs. Environmental, social and economic aspects have to be accorded equal importance in all actions and economic activities. Sustainable development combines the goals of quality of life, health and prosperity with social justice and protection of the natural environment. Corporate Responsibility (CR) refers to the contribution made by companies towards ensuring sustainable development by taking on a degree of social and environmental responsibility that goes beyond statutory requirements across the entire value chain.



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KNORR-BREMSE



Our Corporate Responsibility (CR) focus areas



Strategy and management

We aim for **sustainable value creation**. By this we understand achieving long-term economic success while at the same time acting responsibly towards our employees and business partners as well as the environment and society.

We are committed to **sustainable corporate governance** that includes environmental and social aspects in strategic planning, management and corporate processes.

We act and work according to **legal and ethical principles** laid down in our Group-wide Code of Conduct.



Employees and governance

We create an attractive working environment in which the principles of **mutual trust, team-work, diversity and equality of opportunity** as well as fair and respectful treatment of each other are recognized and practiced.

We offer a **safe and healthy working environment** and enable our employees to develop their **own individual potential**.

We conduct an ongoing **dialogue with our managers** on the subject of value-oriented, sustainable corporate governance.



Products and partners

We consistently work on developing **innovative products** and solutions that combine a high degree of customer value with a contribution to sustainable development. Safety is always our overriding goal.

We **work closely with our customers and suppliers** to jointly ensure continuous improvement of product quality and minimal undesirable impact on the environment and society.

We take into account and support the activities of our **business partners aimed at improving their environmental and social compatibility**.



Environment and climate

We accept our **responsibility for ensuring a clean environment and protecting the climate** and operate in compliance with our **HSE Policy** (Health, Safety and Environment).

We have set ourselves the goal of handling **resources in a responsible manner**, consistently reducing **CO₂ emissions, minimizing** and where possible **avoiding** undesirable **impact** on nature and the environment and actively using opportunities to **protect the environment**.

We are concerned to optimize the **environmental compatibility** of our products across their **entire life-cycle**.



Commitment and society

We are involved, as a member of society, in **social issues** and are engaged world-wide as a **good corporate citizen**. We supplement the activities of the charitable organization Knorr-Bremse Global Care e.V. with social projects implemented directly at our production sites (Local Care).

We encourage and support **social involvement on the part of our employees**.

We see ourselves as **partners for the regions** in which we live and work, and we support their long-term development.



Communication and co-operation

We seek constructive **dialogue with our stakeholders** and provide them with regular and transparent updates on our sustainability activities.

We support social, educational and environmental projects and enter into **partnerships with organizations** that contribute towards sustainable development.