

PRINCIPLES OF SUPPLIER CONDUCT

PURPOSE AND SCOPE

KION Group and its affiliates (hereinafter collectively referred to as “KION Group”) are committed to operating their business in an economically, socially and environmentally sustainable manner as this is not only essential to KION Group’s brands and reputation but also for the long-term overall success of KION Group and their business partners.

The KION Group Code of Compliance is the basis for our corporate and social activities. Performance, personal responsibility, integrity customer focus as well as respect to people and the environment are part of our core values and form the basis of this code of conduct.

The following principles outlines the standards with regards to business ethics, employment and labour practices, health and safety and environmental practices that KION Group expects its Suppliers to comply with.

BUSINESS ETHICS

In all its business activities and decisions the Supplier is expected to respecting the laws in effect and any other applicable provisions in the countries where it is active. Contracts are to be upheld, whereby changes in the framework of the business environment are to be taken into consideration.

In dealing with business partners (customers, suppliers) and state institutions, the interests of the company and the private interests of employees on both sides are to be kept strictly separate. Actions and (purchasing) decisions are to be proceeded independent of considerations which do not concern the business at hand and which involve personal interests. Current anti-corruption criminal law is to be upheld.

There will be no payments, services, gifts, entertainment or other advantages offered or given to any KION Group employee or third party which are intended to influence the way in which the KION Group employee or third party goes about his or her duties.

The Supplier respects fair competition. Thus the Supplier adheres to existing laws that uphold and promote competition, in particular prevailing anti-trust laws as well as laws that regulate competition. In dealing with competitors, these provisions in particular prohibit collusion and other activities aimed at influencing prices or conditions, dividing up sales territories or customers or using prohibitive means to inhibit free and open competition.

EMPLOYMENT AND LABOUR PRACTICES

The Supplier rejects every form of forced or compulsory labour. Employees shall be free to leave employment after reasonable notice.

The Supplier respects the regulations of the United Nations on human rights and children's rights. In particular, the Supplier commits to complying with the Convention concerning the minimum age for admission to employment (Convention No 138 of the International Labour Organisation) as well as the Convention concerning the prohibition and immediate action for the elimination of the worst forms of child labour (Convention No 182 of the International Labour Organisation). If a national regulation concerning child labour provides for stricter measures, these shall have precedence.

The Supplier respects and supports compliance of internationally recognised human rights.

The Supplier commits, within the scope of prevailing laws and statutes, to opposing all forms of discrimination. This applies in particular to unfair treatment on the basis of gender, race, disability, ethnic or cultural origin, religion or world view, age or sexual orientation.

The Supplier respects its employees' right of association within the bounds of prevailing laws and statutes.

HEALTH AND SAFETY PRACTICES

The Supplier guarantees protection of workers in the workplace and workplace health protection within the scope of national provisions. The Supplier supports continuous advancement of occupational safety procedures and systems.

ENVIRONMENT

The Supplier is committed to sustainably upholding the goal of environmental protection for current and future generations by managing responsibly solid waste, waste water, air emissions, and hazardous substances in particular. Laws passed for the protection of the environment are to be obeyed. The Supplier is to support environmentally-minded actions on the part of its employees.

KNOW HOW PROTECTION

The Supplier commits its employees to safeguarding trade and company secrets. It is forbidden to divulge confidential information, as well as confidential documents, to third parties without proper authorisation or to provide other forms of access to them, unless proper authorisation has been granted or it has to do with publicly available information.

CONCLUDING COMMENTS

It is expected that KION Group's direct suppliers will take responsibility to require adherence to these principles from their direct suppliers and exercise diligence in verifying that these principles are adhered to in their supply chains.

The Supplier shall have appropriate communication means and training programs in order to ensure that its management and staff members achieve an appropriate level of knowledge, awareness and skills to comply with the principles and expectations specified in this document.

That said, if all efforts to remedy material shortcomings against these Principles fail, either through unwillingness of the supplier or that the plan of action cannot be implemented within the agreed timeframe, a termination of contractual relationship will ultimately result.

Safeguarding of these standards is a long-term learning and organizational development process. KION Group will work with its suppliers towards compliance and will continually review and revise these principles if needed.

Gordon Riske

signed 6th August 2015

(Signature)

Prof. Dr. Eike Böhm

signed 7th August 2015

(Signature)