



# **CODE OF CONDUCT**

## **KMWE GROUP**



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## PREFACE

Dear reader,

KMWE is constantly adapting to a dynamic environment by implementing state-of-the-art technologies, focusing on continuous improvement whilst making sure we add value and maintain a customer-oriented mindset. KMWE realizes its goals by investing in highly motivated and skilled employees with short lines of communication and securing the strengths of a family culture. Our business continuity is guaranteed by offering a broad range of capabilities, global presence, a lean organization and a well-balanced mix in turnover between the selected markets resulting in healthy results.

### *Our values*

Our corporate values guides how we do business and interact with our colleagues, partners and customers. Our five values are:

We think ahead: we are proactive, ambitious and entrepreneurial

We improve: we make thing better, innovate, learn and get it right the first time

We get things done: we take ownership, deliver and excel in what we do

We are proud: proud in what we do, what we create and where we work

We take care: take care of each other, our employees and the environment

### **WE THINK AHEAD**

We are open for new opportunities, want to continuously improve and will take ownership. Together with our business relations we co-operate in a pro-active, honest and respectful manner with an entrepreneurial behavior.

### **WE GET THINGS DONE**

We are flexible and adapt quickly to the dynamic market developments and realize what we agreed, at the right cost and quality.

### **WE TAKE CARE**

We invest in our people and in a safe and motivational working environment taking the legacy of the family culture into account. We take care of each other and secure the KMWE brand and reputation.

### **WE ARE PROUD**

We are proud on our craftsmanship, the products we make, the customers we serve and the company we work for.



## WE IMPROVE

We want to learn from each other and our business relationships and improve the way we work on a daily basis.

Together with our teams in our entities KMWE Precision, KMWE Aerospace, KMWE Malaysia and ATM Oirschot we believe that our values are widely and deeply embedded in the KMWE Group organization. Furthermore we see this as the basis for our success, welfare and the starting point of continuity for the next generation.

Executive Board and Management of KMWE Group B.V.

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## INTRODUCTION

Based on the corporate values of KMWE Group our Code of Conduct became effective below. For each corporate value we lined up where we stand for, what we pursue and what we expect from our business relations and our colleagues.

## WE THINK AHEAD

- We communicate openly and proactively with all our business relationships
- We believe in the importance of intensive cooperation and co-creation which leads to new opportunities
- We are open for new and different ideas and come up with creative solutions
- We are pro-active and show entrepreneurial behavior
- We have a long term investment horizon
- We pursue a leading position in Industry 4.0
- We drive continuity of the company in whatever we do

## WE GET THINGS DONE

- We get things done as we take ownership and deliver
- We protect our and our customers property and data on a highest possible level
- We comply with all relevant law and regulations, especially on:
  - Antitrust and Bribery acts
  - Commercial laws
  - Non-corruption acts
  - (Inter)national Sanction regulations EU/UN
  - Money laundering acts
  - Working conditions (health, safety, security and environment)
  - General Data Protection Regulation (GDPR)
- We will take (legal) action and/or use sanctions against those who do not comply with the KMWE Code of Conduct
- We avoid conflicts of interests at all times
- We get things done, but reject child labor and forced labor

## WE TAKE CARE

- We respect our colleagues and business relations at all times
- We are very strict on a healthy and a safe work-environment within and outside our production plants
- We feel responsible for our environment, sustainability and securing for the next generation
- We adhere to the Responsible Business Alliance (RBA) Code of Conduct and source responsibly
- We provide training and education for our colleagues but also students on all levels in close cooperation with schools and other educational organizations
- We offer our colleagues to work with highly advanced technologies



## WE ARE PROUD

- We are proud of the customers we serve and the contribution of their products in improving the wellbeing of the people and the environment
- We are proud on the craftsmanship and the products we make
- We are proud on our enhanced skills and knowledge of our colleagues in their field of expertise
- We are proud on our state of the art equipment, infrastructure and software applications
- We are proud to have an international footprint by having entities in The Netherlands, Malaysia, (China) and India
- We are proud of working within the Brainport region in The Netherlands and to be part of the Brainport Industries Campus
- We are proud to be part of KMWE

## WE IMPROVE

- We improve as we work closely together with our customers, colleagues and business partners
- We steer towards continuous improvement on all levels within our organization and embrace lean philosophies
- We invest and improve our business processes to further enhance our capabilities and the product lifecycle support
- We measure and report on a timely, accurate, transparent and reliable manner
- We share knowledge with our business partners and the tenants of the Brainport Industries Campus



## QUESTIONS, REMARKS AND/OR QUERIES

If there are any questions, remarks or other queries on the Code of Conduct above please do not hesitate to contact us at:

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