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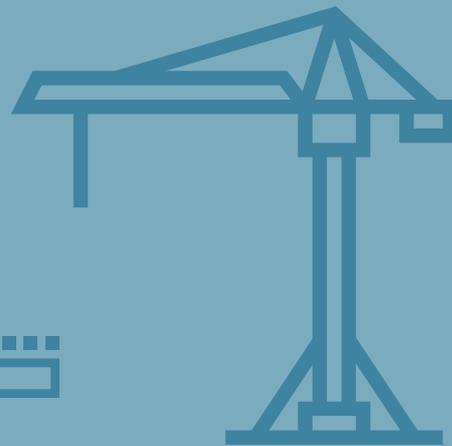
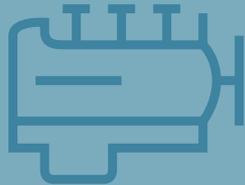
# Corporate Responsibility Policy

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**LIEBHERR**

The Group



# 01 Object and scope

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This Corporate Responsibility Policy (hereinafter referred to as "policy") applies to all companies of the Liebherr Group. It supplements other existing guidelines and policies of the Liebherr Group (such as the fundamental values of the Liebherr Group, the Code of Conduct of the Liebherr Group and the groupwide applicable guidelines on the protection of personal data) and if required serves as a starting point and reference document for possible division-specific supplements.

This policy defines sustainability objectives and obligations and describes our understanding of responsibility towards people and the environment. Every company of the Liebherr Group shall be required to comply with the statutory regulations of the jurisdiction in which it operates. As the parent company of the Liebherr Group, Liebherr-International AG supports the ten principles of the United Nations Global Compact on human rights, labour standards, the environment and the fight against corruption, as well as the Sustainable Development Goals (hereinafter referred to as "SDGs") of the United Nations. References to the SDGs are listed below in the corresponding sections.

For better readability the masculine form is used throughout the document – without any intention to discriminate. It is a gender-neutral designation, representing all sexes.

## **Description of the Liebherr Group**

As a family-owned global group, we have a big responsibility to society and the environment. We are convinced that we can only be successful over the long term when we take this responsibility into consideration in all our actions. The protection of people and the environment, as well as sustainable management, are very important in our business activities. For our products and their manufacture this means that they must be safe, efficient and environmentally compatible. We think in terms of generations and not in calendar quarters, which is why economic sustainability has always been paramount for us. Ultimately, for us as a family-owned group we attach huge importance to conducting our business activities with integrity.

We treat our staff with respect and we are committed to fair competition in all markets in which we operate. In its long history the Liebherr Group has successfully grown through responsible, future-oriented action. Already thinking about tomorrow today will therefore also continue to be one of our guiding principles.

# 02 Responsibility for health, safety and the environment

## Energy consumption and greenhouse gases

We plan and act at all times to meet our responsibility towards society and the environment. We continuously strive to lower our impacts on the environment, and in particular to reduce CO2 and other harmful emissions, through conscious behaviour and innovative products. Optimal energy efficiency and emission reduction is taken into consideration at all levels of the company, from the early development phases of our products through to optimisations in our work processes. Beyond our in-house responsibility, we also aim to effectively support our customers in reducing greenhouse gas emissions through these measures.

Environmental and energy management in our subsidiaries is based on the applicable standards, corporate policies and the national environmental and energy regulations. This is checked on a regular basis, thus giving us the opportunity to continually identify the need for improvement and adopt corresponding measures.

## Pollution and water consumption

The various development and manufacturing activities of our subsidiaries also entail specific environmental risks. We implement procedures to minimise and – where possible – avoid environmental pollution. The principal priority is to avoid production-related or accidental environmental pollution. For this purpose, work instructions on avoiding production-related pollution and emergency plans on adopting countermeasures in the event of an accident are compiled and updated. Water is a valuable resource. We aim to optimise and reduce our water consumption also within the Liebherr Group. In addition, we take measures to prevent the pollution of groundwater.

## Materials, chemicals and waste

We are committed to minimising the amount of waste within the Liebherr group through the efficient use of raw materials and pursuing a reduce, reuse, recycle approach for waste materials in the entire group. It is therefore the responsibility of everyone to ensure that waste management is planned, controlled, implemented and monitored according to procedures in place. Particular attention is required here when handling hazardous waste and substances. Within the Liebherr Group we ensure through suitable measures that the applicable material compliance rules are observed.

## Product use and end of useful life of product

As a group, we are committed to responsible and respectful treatment of the environment and natural resources. This applies in particular to the development and use of new products and manufacturing technologies. The reduction of all kinds of emissions protects both the environment and staff.

Thanks to the minimisation of emissions our products can also be used in sensitive working environments. For all these reasons sustainability aspects are considered by us on every product level, from development to packaging and use through to the end of the useful life of the product. Our focus on high quality and excellent service ensures a long life of our products.



Targeted upgrades or retrofitting, as well as the reconditioning of essential components of our products, improve their versatility, open up new applications and enable a sustainable extension of their life. The reconditioning of essential components of devices and equipment manufactured by us enhances the responsible treatment of important resources.

The products of our group offer a high degree of recyclability at the end of their useful life. We are constantly working on developing innovative and intelligent customer service solutions, which not only increase the performance of the machines when in use, but also save costs and extend their service life. We implement modular concepts in the product design, develop more efficient and environmentally friendly solutions and advanced automation and drive systems. With its open approach to technology, the Liebherr Group makes an active contribution to achieving the global emission reduction targets in product development.

### **Occupational safety and health protection**

The Liebherr Group pledges itself to avoid damage to people, property and the environment in all its business activities. At all times we aim to create a safe and healthy work environment for our employees. Occupational safety and ergonomic workplaces ensure a healthy and satisfactory work environment and play an increasingly important role in our everyday work life. With qualified safety personnel and a health and safety management system, which is based on the requirements of the applicable standards, local legislation, risk assessments and defined processes and procedures, we ensure within the Liebherr Group that the risks for human well-being and the environment are minimised in all our companies. In addition, the health and safety standards for employees are communicated regularly in training courses and are also checked and adapted if necessary.



# 03 Social responsibility

## Working conditions, career management and training and education

Our employees are key to our corporate success through the passion with which they engage in their daily work. Our aim is to promote a trusting cooperation for the benefit of our employees and the company and to create the necessary conditions so that our employees also remain highly motivated and loyal to the company for years to come. We attach huge importance to personal appreciation, fairness and a broad range of development opportunities and promote the development and recruitment of specialists and managers from within the company. In addition, we attach huge importance to the professional training and education of apprentices and trainees. With social benefits exceeding the legal minimum requirements and a wide range of training measures we ensure that the group continues to be an attractive employer in the future.

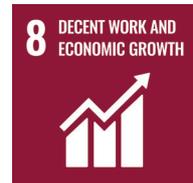
## Social dialogue

We respect and promote the right to social dialogue between company and employees. There are works council structures and organised trade representations together with collective bargaining systems in various subsidiaries. Our aim is to preserve our longevity and trustworthiness in the active exchange of information and ideas and interaction with our staff and their representatives. We also maintain a close and active working relationship with our customers and business partners, which is characterised by trust and fairness. We focus on the long-term orientation of the group, and not on the short-term success.

## Diversity, discrimination and harassment

Cooperation within the Liebherr Group, but also with third parties, should always take place on a basis of decency, mutual respect, fairness and trust. Open communication is to be undertaken at all times. Personal insults, discrimination or sexual harassment between employees are not tolerated. Due consideration is to be paid to protecting each employee's private life.

The selection and promotion of employees is to be based on their suitability for the proposed activity, regardless of race, age, gender, nationality, religion, sexual orientation or invalidity or disability. We actively promote a diverse and fair working environment through several preventative initiatives and training measures.



**Corruption and anticompetitive practices**

The Liebherr Group is committed to fair and open competition in world markets. Anti-competitive price or market-sharing agreements with competitors or the abuse of a dominant market position are not allowed. Every employee shall adhere to the respective legal regulations in the framework in which they act. In the course of business or when dealing with authorities, no employee may procure, whether directly or indirectly, improper advantages for business partners, their employees or officials. Nor may an employee solicit or accept any improper advantages from business partners. An advantage is improper if its nature or extent is likely to influence the recipient's actions and decisions. It also includes the support of the worldwide measures to combat money laundering. Employees are to observe the necessary precautions. As a group of companies, we have an internal control system, which covers corruption-related risks, as well as training measures, in order to monitor adherence with compliance requirements and prevent possible compliance breaches.

**Responsible information management**

Every employee shall be obliged to treat as confidential commercial information about the Liebherr Group of companies or its business partners that has not been placed in the public domain, to take precautions against unintentional disclosure and only to use information inasmuch as it is in the interest of the business. Employees are forbidden to procure third parties' business secrets illegally. Effective measures are to be taken to ensure data security when exchanging information by electronic means.

**Protection of personal data**

We attach huge importance to the protection of personal data – be it the data of our employees, customers or other third parties. We created a groupwide Data Privacy Policy as a minimum standard throughout the group and naturally go beyond this when required by law.

# 04 Sustainable management

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## Responsible corporate management

As a family-run group we take care to not only ensure that our products and services focus on quality, efficiency, economy and durability, but we also pay close attention to the manner in which the Liebherr Group acts and manages. We focus on the long-term success and success of all parts of the Liebherr Group. The majority of the profits remain in the group and are invested for the continuous expansion of activities. Furthermore, we are constantly mindful of being financially independent and ensuring entrepreneurial capability by means of permanently high levels of equity. Our focus is not on the next quarter end, but the next generation of family entrepreneurs.



## Sustainable procurement

We also expect our suppliers and subcontractors to adhere to our social and sustainability principles. With a corresponding Code of Conduct for Suppliers we require our suppliers to observe our guidelines in this regard and monitor this by means of supplier qualification, supplier self-disclosures and other accompanying measures.

## **Imprint**

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Within the framework of regular evaluation of the management system this policy is checked with regard to experiences, changing circumstances for official or corporate responsibility and changes to the activities in the subsidiaries and is updated if required.