



# WE.MOVE.FUTURE.

## Employee Declaration

With our "compliance rules", we employees of the KIRCHHOFF Group admit to responsible and integer behaviour. As members of an internationally acting company we must follow manifold legal and cultural framework requirements. Our correct behaviour all around the world is a basic component to justify our business partners' and the public's trust in the KIRCHHOFF Group.

As employee of the KIRCHHOFF Group I know our code of conduct "Compliance Rules" and identify with its contents. The adherence to the here described behaviour patterns are self evident to me, and thus I commit to them.

.....  
Name in block letters

.....  
City, date

.....  
Signature