



The KAEFER Way: Company Policy

Founded in 1918, KAEFER is currently the market leader in the area of integrated services and solutions, with 19,000 employees and more than 2,000 sites worldwide. This would not have been possible without a common denominator throughout all countries, subsidiaries and departments: our way of doing business, “The KAEFER Way”, as we call it.

“The KAEFER Way” is the sustainable thread running through the past, present and future of our multinational and diverse company. It is present in the way we work, act and think every single day when following our vision and mission: to eliminate the energy waste by delivering the most professional integrated services and solutions for the Industry, Marine & Offshore, and Construction business worldwide.

Sustainability not only forms the basis of our corporate strategy, it pervades all KAEFER activities – be they social, environmental, economic or cultural – and is expressed in our three core principles:

- > We care for the health and safety of our people and our environment
- > We base our long-term client relationships and profitability on excellence in quality and continuous process improvement
- > We respect cultural differences and promote value-based entrepreneurial leadership

In following our core principles, we not only demonstrate our commitment to best business practices, but also our company-wide goal of incident and accident prevention. This also means avoiding work-related health problems, environmental pollution and property damage.

We at KAEFER set high standards for every task we undertake. This is mirrored in our vision, core principles and our desire to continually improve the quality of the services and processes we provide. And at a personal level, this is why every employee worldwide - from a skilled worker on the construction site all the way through to the company management - abides by applicable legal norms and regulations, the KAEFER Code of Business Conduct and the KAEFER Rules. Through this we strive to provide a professional, sustainable and ethical code to enable our employees to do business “The KAEFER Way”.

We are not just insulators, interior outfitters, scaffolders, painters, engineers or office workers – we are ambassadors of KAEFER worldwide.

Peter Hoedemaker
(Chairman)

Philipp Dalheimer
(Chief Operating Officer)

Steen Hansen
(Chief Financial Officer)