Corporate Policy

KARLKNAUER
Impressively different

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In the interest of readability, gender-neutral language is used.
Our statements do, however, refer to persons of any gender.

1

Introduction

Karl Knauer is a leading name in the field of quality packaging solutions and promotional products. Our strong understanding of markets and trends, as well our high level of development expertise and vertical integration, enable us to satisfy our customers and help them become even more successful. We are an economically profitable think tank. With a passion for innovation, leadership in manufacturing and production technology, smart leadership and lean management, we continuously create win-win situations for our partners and ourselves. With the best employees, we work every day in a modern, digitally networked and flexible working environment.

Thinking and acting at Karl Knauer are determined by the lived, distinctive value system: openness, honesty, reliability, loyalty, tolerance, respect, predictability and social commitment form the essential pillars. Employees are the most important factor in the company's success. Karl Knauer offers not only jobs, but meaningful tasks and sustainable workplaces. As an owner-managed company with roots in the traditionally value-oriented Black Forest, the Karl Knauer Group takes responsibility for its employees and the region.

Management

Stefanie Wieckenberg

Marco Manna

Nicki Eberle

Biberach, 1 August, 2025

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Quality

1. We work with our customers to determine requirements for product and service quality. As a packaging industry specialist, we provide our customers with advice and find optimal solutions together.
2. We are committed to meeting specified and agreed requirements.
3. Our customers are our focus. We endeavour to earn long-term customer loyalty and satisfaction through our actions. We see both as key factors for our success.
4. We cultivate and maintain collaborative relationships with our employees, suppliers, business partners and other interested parties. This creates trust and a dynamic environment, and also ensures the long-term development and continued viability of our company.
5. We monitor our quality performance. This allows us to define and take measures to optimise our quality performance further and to improve our quality management system on an ongoing basis.

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Food Safety and Hygiene

1. Karl Knauer is a supplier of innovative packaging solutions, promotional products and custom packaging machines. We are active in the food-safe and hygiene-sensitive product market. As a packaging manufacturer, we are conscious of our role in the food supply chain.
2. We work with our customers, suppliers and external service providers to determine requirements regarding food-safe and hygiene-sensitive products.
3. We are committed to meeting these requirements. This includes legal obligations as well as regulatory requirements. We guarantee the appropriate resources and competences to ensure this.
4. All requirements relevant to food and hygiene as well as any resulting measures are communicated and implemented throughout product development and production, and along the entire supply chain.
5. We continually monitor the effectiveness of these measures. This allows us to define and adopt measures to optimise food and product safety further and to improve our food management system on an ongoing basis.

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Environment

1. Karl Knauer is aware of the environmental impact of its business activities. Environmental responsibility is an integral part of our sustainability-focussed actions.
2. We are committed to protecting the environment and preventing environmental pollution. This is factored into the development of our products and solutions, and across the entire manufacturing chain.
3. Through our environmentally conscious actions, we strive to be a role model for our employees, business partners, and for our region.
4. We are committed to complying with environmentally relevant legislation and with other specific environmental requirements.
5. We identify relevant environmental aspects and measure our environmental performance. This information is then used to derive environmental targets and actions.
6. On the basis of environmentally relevant requirements and the evaluation of our environmental performance, we define and implement measures for the continual improvement of our environmental impact and environmental management system.

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Energy

1. Karl Knauer is conscious of the environmental impact of its business activities and seeks to use resources sparingly and conscientiously, including in how we use energy. Environmental responsibility is an integral part of our sustainability-focussed actions. Making the use of energy ever more efficient is part of this.
2. We are committed to complying with legal and other requirements relating to energy efficiency, energy use, and energy consumption.
3. We take into account solutions offering greater energy efficiency when planning and implementing new investments.
4. When procuring energy-using products and services, we prioritise solutions that offer better energy efficiency.
5. We identify and monitor our main energy consumers. Using this data, we deter mine the efficiency of our energy consumers and define targets and actions for their optimisation.
6. Resources for energy efficiency monitoring and implementation of energy targets are provided by the management team.
7. Achieving energy targets ensures the ongoing optimisation of energy efficiency and the continual improvement of our energy management system.

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Safety

1. Karl Knauer protects its employees from occupational accidents, occupational illnesses and other work-related health hazards, in addition to ensuring a safe infrastructure and effective fire prevention.
2. We are committed to complying with legal and other requirements relating to occupational health and safety, plant safety, and fire prevention.

   All managers and employees are obligated to comply with these requirements as well as the company's specified safety standards, and to actively contribute to occupational health and safety.
3. We identify potential hazards and risks to health, safety and fire prevention through targeted risk analyses of work areas and workplaces.

   Training and briefings on occupational health and safety ensure that employees are able and committed to avoiding accidents at work.

   When designing workplaces, we factor in ergonomics to minimise strain of any kind. Our employees are involved in the design of workplaces and in safety and ergonomics-related improvements.
4. Based on safety-relevant requirements, risk assessments as well as the evaluation and processing of accidents and near-accidents, we define safety-oriented goals and derive targeted actions.
5. We monitor the effectiveness of implemented measures. On the basis of this, we define and implement further measures for the ongoing improvement of occupational health and safety, plant safety, and fire prevention.

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