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Kuhn Special Steel 
Reliable solutions. Always.

Our values are our core ...

Kuhn Special Steel: Concept of values



Kuhn Special Steel Values

Tolerance	Accept co-workers as they are Ability to work as part of a team
Health	Occupational safety Integrity Ergonomically correctly laid out working environment
Humanity	Humane working conditions Fairness Willingness to cooperate Will to consent Refrain from workplace bullying Find a balance between worktime and leisure time
Sense of Responsibility	Ethically justifiable products Job security Health Product quality Product safety Health in the private sector
Honesty	Honesty Admit to mistakes Be straightforward Meet realistic agreements Relay information quickly
Esteem	Respect Dispute correctly Listen
Reliability	Abide by your promises Be punctual Discipline
Openness	Critical faculties Be open to new things Feedback Discretion Information with changes

Leadership Guidelines

- We will always treat our employees with honesty, reliability, decency and tolerance.
- We will respect and pay attention to our employees.
- We are responsible for our employees.
- We will react sensibly and helpfully to all our employees concerns.
- We will create trust and clarity through transparency and openness.
- We are committed to improvement, willingness to learn and creativity.
- We will act responsibly and thus promote reaching goals in conformity with the efficiency and the state of knowledge of our employees.
- We will offer regular feedback and also demand this of our employees.
- We will promote critical faculties and thus create the basis for a good working relationship.
- We will take consistent action in relation to these management guidelines and will thus fulfill our model function.

Code of Conduct

- We will make decisions and consistently pursue our goals for common success.
- We will conclude realistic agreements, which we will formulate clearly and explicitly and will staunchly adhere to.
- We will provide and ask for relevant information in good time.
- We will speak frequently and honestly with each other, will listen, and will ask for and provide constructive feedback.
- We will accept responsibility for our actions.
- We will stand by our mistakes.
- We will respect other people's opinions and are willing to compromise.
- We will improve our personal knowledge and skills and are open to new things.
- We will continuously work to improve procedures.