

Konecranes Diversity and Inclusion Policy

Konecranes' employees represent a multitude of cultures, speak a large number of different languages and belong to different religions on all continents. Our goal is not just to comply with the laws, rules, regulations, and local requirements that apply to our business; we also abide by high standards of business conduct.

To attract and retain the best people, we are committed to ensure equal opportunities for all, promoting the principle of non-discrimination, and valuing diversity. We aim to create a diverse work environment with an inclusive culture, that reflects our company's key value: trust in people.

Konecranes has diversity targets, that are not only applicable to top management, but apply to all levels of the organization. This is to ensure we recruit, develop, promote, reward, and compensate employees equally, regardless of their gender, nationality, age, race, sexual orientation, ethnic background, family status or religious beliefs. We support a more inclusive society by creating a diverse and inclusive work environment that supports equality in society. We believe that a *diversity of minds* creates value, and is fundamental to stay competitive in a fast changing world.

Commitment

With this policy we aim to

- Recognize, value, and continuously improve the diversity of Konecranes
- Ensure fair treatment, non-discrimination, and equal opportunities for all through equal training and career building, employment terms and working conditions based on performance and merit
- Reinforce the use of common criteria and objectives for rewarding people for their work
- Improve the recruitment and retention of diverse talents

Diversity driving performance

We respect and recognize diverse work styles, lifestyles, and cultural differences. We aim to bring together the right mix of employees from across our global organization to match our markets' and customers' needs in terms of knowledge, skills, and cultural background. We believe diversity and inclusivity make teams function better and are a key driver of creativity and value creation. We believe that a diverse workforce and the diversity of minds approach generates greater innovation, exceptional organizational performance, and most importantly delivers excellent customer value.

Equal opportunities, rewarding and professional growth

Konecranes is an equal opportunity employer. Recruitment or career opportunities of employees shall not be impacted by any unlawful reason which may include Employee's gender, nationality, ethnic origin, family status, age, race, sexual orientation, or religious beliefs.

Please see Respect in The Workplace Policy for more details.

We are committed to having pay equality in the compensation of all our employees worldwide based on local market environment, organizational levels and comparable work. If a gap exists, we are determined to address it and work to make sure pay equality is reached. Our performance and reward incentives encourage our employees to pursue the company's objectives and individual development.

Recruitment and career opportunities

We recruit in an objective, legal, ethical and a socially responsible manner in respect of applicable (local, international) rules, policies and legislation giving special attention to equal opportunity, and

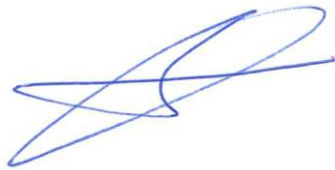
diversity and ensuring that the decision-making process is transparent and selections can be justified. With new hires we strive to better mirror society, business opportunities and local communities. Career opportunities and professional development depends, on the personal and team merits, skills and competences needed, and the strategy, and business needs of the units.

Gender balance

Konecranes wants to be in the forefront of breaking down historical diversity barriers in heavy manufacturing industry, and we want to develop a diverse company for all generations, current and future. Our ambition is to reach a balance between genders at all leadership levels and in general to build a much more diverse organization.

Konecranes' aim is to strive towards a good and balanced board composition, taking into account all aspects of board diversity. Konecranes fosters personal development and career progression based solely on performance and merit, providing equal development and career progression opportunities to all employees.

Raising awareness about diversity topics, having open discussions and resolving issues, are an essential part of making Konecranes a healthy workplace and an outstanding place to work. We are committed to improve our diversity representation progressively on an annual basis.



Panu Routila
President and CEO

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