

## DECLARATION OF PRINCIPLES

**The KfH aims to be a place where safety, respect and care are at the heart of everything we do. We do not tolerate any form of violence, whether physical, psychological, verbal or sexual.**

### Safety and trust

Our KfH centres are places where people entrust us with their health. You can rest assured that we ensure an environment that offers safety and protection – for patients, visitors and staff.

### Respect and care

Our corporate culture is characterised by mindfulness and respect. We must observe carefully, act with sensitivity and take responsibility when we notice signs that boundaries are being crossed.

### Internal policies and support

We establish clear procedures to ensure that any incidents are identified at an early stage, documented and dealt with promptly, so that affected staff and managers can act with confidence in cases of suspected misconduct and those concerned receive support.

### Zero tolerance

Our guiding principle is clear: there is no place for violence or crossing boundaries here. Zero tolerance! We focus on care and protection – not on control or accusations. We indicate clearly that we do not tolerate the crossing of boundaries, and we promote a corporate culture that is guided by the values we put into practice.

### Shared responsibility

Our aim is to provide everyone with safety and protection at KfH. Let us work together to make sure that happens!

January 2026, Executive Board