

# IMS POLICY

## NETZSCH GRINDING AND DISPERSING

As a globally active company and reliable, sustainable partner in the field of machines for grinding, mixing and classifying, we are committed to our global tasks and responsibilities. In keeping with our guiding principle of "Proven Excellence," our top priority is to put the customer at the center of everything we do. "Proven Excellence" means that you can always rely on NETZSCH. With this claim, we promise our customers first-class products and excellent service. From recognizing the needs of our customers, to reliable support, to our products, applications and service solutions. The basic idea is a commitment to performance both internally and externally. So "Proven Excellence" serves as a goal and benchmark for the quality of our services.

The resulting performance requirements are the roots of the success of the NETZSCH Grinding & Dispersing Business Unit as well as the benchmark for decisions within the company. Our principles and standards affect all company processes holistically - from development to recycling.

Based on our corporate principles and objectives for sustainable development, we as NETZSCH Grinding & Dispersing are committed to the fulfillment and further development of the UN human rights standards with respect to occupational health and safety, as well as sustainability, environmental, energy and quality management.

- We qualify and motivate our employees to show initiative and team spirit.
- We live a quality and error culture in which we view our errors as opportunities from which we derive corrective and preventive measures to avoid deviations and incidents.
- We make our performance in the areas of quality, environment, sustainability, energy, occupational health and safety measurable and controllable using concrete goals and key figures.
- We work long-term and therefore rely on well-trained employees through qualification, health promotion and modern workplaces.
- We meet the requirements of our customers and business partners through certified, sustainable and effective processes.
- We require our global suppliers to comply with UN human rights standards.

In the context of our business, we consider the expectations and risks of our interested parties. We define IMS objectives and ensure that we fulfill our binding obligations and applicable legal obligations through planned measures and responsibilities. Above all, consultation with and involvement of employees and their representatives actively contributes to this.

This IMS policy of the NETZSCH Grinding & Dispersing Business Unit is continuously reviewed for its appropriateness and reassessed at regular intervals.

Selb, 4 April 2024

**Christoph Rügert**  
CFO Grinding & Dispersing

**Jörg Lengenfelder**  
COO Grinding & Dispersing

**Stefanie Reinhold**  
Head of Integrated Management Systems

Applicable appendices:  
I Occupational Health and Safety Policy; II Environmental,  
Energy and Sustainability Policy; III Quality Policy

**NETZSCH**  
Proven Excellence.

# APPENDIX I

## OCCUPATIONAL HEALTH AND SAFETY POLICY

The health of our employees is our top priority. Through our products and services, we contribute to the creation of safe workplaces.

Internally, we attach great importance to the well-being of our employees and the prevention of injuries. Occupational safety and the general well-being of our employees are fundamental values for us that are crucial to our operational success.

We are committed to ensuring sustainable occupational safety practices and preventing work-related injuries and illnesses. Continuous improvement is our intention. We achieve this as follows:

- Through preventive measures in the engineering and acquisition of ergonomic, CE-certified machines and equipment that are state of the art.
- Through training and individual instruction we ensure that every employee is always up to date.
- Through inspections and 5S audits, we check whether the occupational health and safety requirements are being met in the individual departments.
- Through consistent analysis of work-related accidents as a team, we ensure that we learn from accidents and avoid identical accidents.
- Through the reporting of near-accidents, we are made aware of our potential safety risks and address them immediately.
- As a legally compliant organization, we are aware of the bans and restrictions on the use of SVHC substances in accordance with REACH. We eliminate any risk to our employees and customers by systematically substituting these substances. Our suppliers are also obliged to adhere to and confirm the applicable chemical regulations.

As the NETZSCH Grinding & Dispersing Business Unit, we act in accordance with ISO 45001 and the statutory requirements and expect our employees and staff to act in accordance with occupational health and safety guidelines.

# APPENDIX II

## ENVIRONMENTAL, ENERGY AND SUSTAINABILITY POLICY

Environmental and energy management, as a mainstay of sustainability, ensures continuous improvement of our environmental performance as well as efficient use and conservation of natural resources. This is achieved on the basis of internal values, goals, guidelines and processes through the implementation of certified, documented management systems and regular environmental audits. Responsible action creates opportunities for sustainable development and counteracts climate change.

### Energy consumption:

We intend to save energy over the long term and promote renewable energies. We are focused on sustainable energy procurement.

### Biodiversity:

We comply with legal regulations and avoid interference with landscapes and ecosystems. For example, we cultivate a species-rich flowering meadow on our company premises, providing a valuable refuge for reptiles and insects.

### Water resources:

We aim to ensure effective protection and careful use of water resources. We pay attention to the risks posed by substances hazardous to water. Our focus is on efficient, sustainable water management.

### Waste management:

We separate residual materials appropriately and recycle as much as we can in order to minimize waste to the greatest extent possible. By choosing qualified disposal companies, we ensure proper disposal of our hazardous waste.

### Sustainable supply chain:

We fundamentally commit to align our procurement process with the ISO 26000 "Guidance on Social Responsibility." As a market and technology leader, we take responsibility for a social, sustainable and long-term partnership with our suppliers.

### Social engagement:

We bear responsibility in society and are involved in a wide range of social projects.

As the NETZSCH Grinding & Dispersing Business Unit, we pursue our sustainability strategies in all of our business areas.

# APPENDIX III

## QUALITY POLICY

With our claim "Proven Excellence," we are committed to quality in all relevant procedures and processes. We are continuously developing our products and processes. To create an exceptional quality program, including strategy and objectives, we have developed principles that define this for us. Customer satisfaction analyses and our quality figures show us the way.

### We live quality

We are pioneers in the realm of quality. To this end, we design, optimize and live our quality processes, which are based on customer requirements and quality standards. Our processes effectively implement the company's strategy and ensure that we achieve our goals.

### We are successful in the market

The quality of our products and services should meet the requirements, expectations and wishes of our customers worldwide. This is how we ensure our shared corporate success. Every delivery and service must be a recommendation for future business.

### We work together in a spirit of trust

Through efficient cooperation within and between company departments, we identify potential quality risks at an early stage, act preventively and respond effectively to quality deviations. We reduce all types of errors and thus continuously increase our quality.

### Continuous Improvement

We know our strengths and weaknesses and know where we need to start in order to improve. All employees are therefore responsible for the quality of their own work. It is important for everyone to understand the goals, plan their resources to meet them and to implement them successfully. We all work together according to our management system and continuously enhance it.

### Operational quality

With our monitored measuring and testing equipment, we support the measurement of product and supplier developments in order to guarantee continuous quality improvement. The greatest motivation is to ensure smooth processes and a continually rising standard of quality standard.

As the NETZSCH Grinding and Dispersing Business Unit, we are ISO 9001 certified at our German locations and focus on reliable, technologically sophisticated and durable products, as well as complete customer satisfaction.