

NETZSCH

Proven Excellence.



Code of Conduct

for NETZSCH Suppliers & Business Partners

PREAMBLE

This Code of Conduct defines the basic requirements placed on NETZSCH suppliers & business partners regarding their responsibility towards their stakeholders and the environment. NETZSCH reserves the right to make reasonable changes to this document. In this case, suppliers and business partners are expected to accept these reasonable changes.

Suppliers and business partners shall take reasonable steps to self-monitor compliance with this Code of Conduct. Compliance with applicable laws and other legal requirements of the countries in which they operate is a matter of course. We reserve the right to check the application of this Code of Conduct by our suppliers both systematically and on an ad hoc basis. This may take the form of questionnaires, assessments or audits, for example. If, after this, doubts remain regarding compliance with this Code of Conduct, the supplier or business partner will be requested to take appropriate countermeasures and report the matter to the responsible contact at NETZSCH. If necessary, the cooperation will be terminated.

NETZSCH expects its suppliers and business partners to pass on and enforce the contents of this Code of Conduct in their supply chains as well.

**NETZSCH EXPECTS
FROM ITS SUPPLIERS AND
BUSINESS PARTNERS*:**

*EQUIVALENT TO "YOU"

1) INTEGRITY AND COMPLIANCE

- **Corruption:** You do not tolerate corruption, bribery or extortion. A particularly strict standard must be applied in dealings with persons to whom special criminal and liability regulations apply (e.g. public officials).
- **Prevention of and fight against money laundering:** You comply with the legal obligations to prevent money laundering and do not participate in transactions that serve to conceal or integrate criminal or illegally acquired assets.
- **Protection of information and intellectual property:** You protect confidential information and respect intellectual property; technology and know-how transfers must be carried out in such a way as to protect intellectual property rights and customer information, trade secrets and non-public information. You shall comply with applicable trade secret laws and treat confidential information accordingly. You shall ensure that the products supplied are free from plagiarism and/or counterfeit materials.
- **Data protection and data security:**
You process, store and protect personal data in compliance with the statutory regulations.
- **Fair competition and antitrust law:** In accordance with national and international competition and antitrust law, you will not participate in price fixing, market sharing or customer, market or bid rigging.
- **Export control:** You undertake to comply with the relevant legal standards for export control – in particular licensing requirements, export and support prohibitions - in the context of the transfer and export of your goods.
- **Conflicts of interest:** You avoid internal and external conflicts of interest that could illegitimately influence business relationships.

2) HEALTH AND SAFETY

You safeguard the health of employees by taking appropriate health and occupational safety measures (e.g., implementing a company health and occupational safety management system) that adequately cover the following topics:

- Compliance with applicable laws and orientation to international standards regarding health and occupational safety;
- Appropriate workplace design, safety regulations and provision of appropriate personal protective equipment;
- Implementing preventive controls, emergency response, an accident reporting system, and other appropriate continuous improvement measures;
- Enabling access to drinking water in sufficient quantity and access to clean sanitary facilities for employees.
- Ensuring that all employees are appropriately instructed.

3) HUMAN RIGHTS

You respect and support the observance of internationally recognized human rights and

- respect the personal dignity, privacy and personal rights of each individual;
- protect and grant the right to freedom of opinion and expression;
- do not tolerate unacceptable treatment of employees, such as physical and psychological hardship, sexual and personal harassment or discrimination.

In particular:

- **Prohibition of child labor:** You do not hire employees who cannot demonstrate a minimum age of 15. In countries that fall under the exception for developing countries according to ILO Convention No. 138, the minimum age may be reduced to 14 years.
- **Prohibition of forced labor,** modern slavery or comparable measures that deprive workers of their freedom are prohibited.
- **Freedom of association and collective bargaining:** You respect the rights of workers to freedom of association, freedom of assembly, and collective bargaining and collective bargaining to the extent permitted and possible by law in the country in which you operate.
- **Promotion of pluralism and diversity, equal opportunities:** You encourage equal opportunities and do not tolerate discrimination. You treat all people equally regardless of gender, age, skin colour, ethnic origin, sexual identity and orientation, disability, religious affiliation, worldview or other personal attributes.
- **No violation of land rights:** Prohibition of unlawful deprivation of land, forests and waters, and forced eviction.
- **Prohibition of destruction of natural resources:** Prohibition of causing harmful soil change, water pollution, air pollution, harmful noise emission or excessive water consumption.
- **Prohibition of hiring or using security guards** if violations or impairments occur due to lack of instruction or control.
- **Compliance with applicable national regulations on working hours and minimum wages.**

4) ENVIRONMENT, ENERGY & CLIMATE PROTECTION

You act in accordance with applicable laws and guided by international standards to minimize negative impacts on the environment and continuously improve your activities for environmental and climate protection.

- Your employees are sensitized to environmental protection and necessary training measures and courses are provided.
- You have taken appropriate environmental protection measures (e.g. implementation of a company environmental protection management system) that adequately cover the following topics:
 - goal setting, definition and implementation of measures, and their continuous improvement;
 - environmental aspects such as reducing CO2 emissions, increasing energy efficiency as well as using renewable energies, ensuring water quality and reducing water consumption, ensuring air quality, promoting resource efficiency, reducing waste and disposing of it properly, and handling hazardous substances responsibly for people and the environment.

5) CONFLICT MINERALS

- You make reasonable efforts to ensure that no conflict minerals that finance armed groups or contribute to the violation of human rights are used in the products and that NETZSCH is not supplied with such minerals.
- You are committed being socially responsible and fully respecting human rights in all own processes and throughout the supply chain.
- Our suppliers are expected to supply NETZSCH only with minerals that come from socially responsible and environmentally sound sources and do not contribute directly or indirectly to conflicts.
- You are also required to make efforts to improve traceability and responsible practices in global mineral supply chains.

6) HINTS AND WHISTLEBLOWER PROTECTION

Business partners, suppliers or external third parties who wish to report a specific violation are welcome to use the following contact information.

CONTACT DETAILS NETZSCH GROUP COMPLIANCE:


Erich NETZSCH B.V. & Co. Holding KG
Group Compliance - Matthias Schmid
Gebrüder-NETZSCH-Straße 19
95100 Selb, GERMANY
Telephone: +49 9287 75 340
Mobile: +49 151 70437754
E-Mail: compliance@NETZSCH.com

In addition, an (anonymous) whistleblower platform is available at the following link:

<https://www.netzsch.com/en/company/code-of-conduct>

Every concern will be carefully investigated.

Whistleblowers who report possible compliance violations and provide information about human rights and environmental risks to the best of their knowledge and in good faith do not have to fear any adverse measures by NETZSCH as a result of the complaint. In the event of recognizable misuse of the whistleblower platform, NETZSCH reserves the right to take legal action or disciplinary measures against whistleblowers.



The NETZSCH Group is an owner-managed, international technology company with headquarters in Germany. The Business Units Analyzing & Testing, Grinding & Dispersing and Pumps & Systems represent customized solutions at the highest level. More than 4,600 employees in 36 countries and a worldwide sales and service network ensure customer proximity and competent service.

Our performance standards are high. We promise our customers Proven Excellence – exceptional performance in everything we do, proven time and again since 1873.

Proven Excellence. ■

Erich NETZSCH B.V. & Co. Holding KG
Gebrüder-Netzsch-Straße 19
95100 Selb Germany
Tel.: +49 9287 75-0
Fax: +49 9287 75-208
info@netsch.com

NETZSCH®

www.netsch.com