

**NETZSCH**

Proven Excellence.



## Code of Conduct

Supplement for NETZSCH Suppliers  
Effective as of May 2021

## Annex to our Code of Conduct

This annex defines the basic requirements imposed on NETZSCH suppliers regarding their responsibility towards their stakeholders and the environment. NETZSCH reserves the right to make appropriate changes to the annex. In such cases, the suppliers are expected to accept these appropriate changes.

The suppliers undertake measures of self-monitoring according to the CoC-clauses. NETZSCH may check the adherence of the requirements by the suppliers and is entitled to terminate any contract in case of violations.

NETZSCH  
expects  
from its  
suppliers  
compliance  
with:

## Legal compliance

- full compliance with all applicable laws
- rejection of all forms of corruption and bribery. This includes payments to or other benefits for government officials intended to influence decisions

## Quality and environmental management

- introducing and maintaining a quality management system in accordance with ISO 9001
- introducing or using an appropriate environmental management system
- compliance with the valid statutes and international standards for environmental protection
- minimising environmental pollution and continuous improvements in environmental protection

## Human rights and child labour

- equal treatment of all employees, irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious beliefs, gender or age, also respecting the personal dignity, privacy and rights of every employee
- compliance with all applicable labour laws
- prevention of any unacceptable treatment of employees, such as bullying, sexual harassment or discrimination
- recognition of the employees' right to free association, within the legal limits
- neither favouring nor disadvantaging the members of employees' organisations and trade unions
- not employing people under the age of 15. In countries that fall under the exemption in ILO Convention 138, not employing people under the age of 14

## Health and safety

- introduction or use of an appropriate occupational health and safety management system
- taking responsibility for the health and safety of the employees
- monitoring and assessing hazards
- implementation of the best possible and appropriate measures against accidents and occupational diseases
- offering training and ensuring that the employees are briefed on health and safety issues

## Supply chain

- equal treatment of all suppliers when selecting them and dealing with them
- demanding compliance with NETZSCH Code of Conduct from the own suppliers

## Conflict minerals

- undertaking reasonable efforts to ensure that no conflict minerals, which fund armed groups or contribute to the violation of human rights, are used in the products and that NETZSCH is not supplied with such minerals

## Supplement to Conflict minerals

NETZSCH is committed to taking social responsibility and to fully respecting human rights in all its own processes and throughout the entire supply chain.

This means that tantalum, tin and tungsten, which directly or indirectly fund armed groups in conflict countries (or areas), or benefit them in other ways, must not be used in our products.


It is expected that our suppliers supply NETZSCH only with minerals which come from socially responsible and environmentally sound sources and do not contribute directly or indirectly to conflicts.

We expect our suppliers to implement and use guidelines and management systems to be able to meet these requirements. Moreover, we expect our suppliers to pass the same requirements on to their sub-suppliers.

In addition, NETZSCH suppliers are urged to undertake efforts for improved traceability and responsible practices in global mineral supply chains.

## Documentation

NETZSCH reserves the right to request information in order to assess and monitor compliance with this guideline. All matters concerning this guideline or breach of it must be immediately reported by the suppliers to NETZSCH.



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 3,800 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.■

NETZSCH Group  
Gebrüder-Netzsch-Straße 19  
95100 Selb  
Germany  
Tel.: +49 9287 75-0  
Fax: +49 9287 75-208  
info@netzsch.com

**NETZSCH**®

[www.netzsch.com](http://www.netzsch.com)