

Code of Conduct

Employees



Wir lieben die Vielfalt
NetterVibration



Preface

NetterVibration is committed to **ecologically and socially responsible** corporate governance. In global competition, our customers and business partners expect high-quality products and services as well as **professional and honest behavior** that includes compliance with legal regulations and ethical standards. By fulfilling these expectations, we strengthen trust in our company and in the **NetterVibration brand**. At the same time, we cultivate values such as **quality awareness, customer orientation and trust**, which have characterized our actions and our success for over 70 years.

We are all responsible for the good reputation of NetterVibration through our daily work and behavior. For this reason, we have established this Code of Conduct, which summarizes our **common understanding of professional and loyal conduct**, taking into account relevant guidelines. The Code of Conduct for NetterVibration employees provides orientation, but also contains binding rules for all employees worldwide, including all managers, who always set a good example.

Mainz-Kastel, July 2025

Achim Werkmann

We respect rules.

Regulations & laws

It is a matter of course that a company, i.e. its **managers and employees**, act in accordance with current laws. Their compliance and implementation can become increasingly opaque due to the large number of regulations and ordinances.

This Code of Conduct is therefore a **framework for the daily work** of all NetterVibration employees and provides guidance on how to comply with obligations. It describes the key legal and business policy principles that we apply in our relationships with customers, suppliers and other business partners - including in international markets - as well as in our internal cooperation.

Compliance with these standards is the basis for justifying the **trust** of our business partners, ensuring the usual **high quality** of our products and maintaining a **leading position** on the market in the future.

Cluture & values

We believe in a culture of **mutual trust and responsibility**. **Appreciation and open communication** are important components of our corporate policy. Cooperation between employees in all areas and branches is always characterized by **fairness, respect and professionalism**.

No one may be marginalised or discriminated against on the basis of age, gender, religious and political ideology, sexual orientation, disability, origin or for racist reasons.

Physical, psychological, sexual or verbal **abuse must never be tolerated**. The prohibition of discrimination also applies to recruitment, remuneration, promotion and dismissal. **Personnel decisions** at NetterVibration are based on criteria that are as **objective** as possible.

Competition & business relations

Our behaviour is based on **compliance with current laws, binding regulations and voluntary commitments**. With regard to competition and antitrust law, we adhere to the **rules of fair competition** in our dealings with competitors and business partners.

It is prohibited to engage in any behaviour aimed at gaining an economic advantage in an anti-competitive manner or through cartel agreements. This applies in particular to agreements between competitors to fix prices, boycott certain suppliers or customers, share markets or restrict the production or sale of products.

Violations of current competition law can lead to considerable **finances, risks of damage and loss of image**, which can have a negative impact on our company and its reputation.

With regard to participation in international trade and export control, NetterVibration complies with the relevant **customs and export control regulations**. We do not import or export technologies, products or materials that are subject to legal control and require explicit authorisation without the approval of the relevant authorities.

The selection of suppliers and service providers for the awarding of contracts is carried out in **fair dealings with all partners according to objective and comprehensible criteria** on the basis of structured bid comparisons in purchasing.



Great care must be taken when using business incentives such as commissions or discounts. Their use requires compliance with relevant legal regulations and comprehensive documentation. **Gifts, favours, hospitality or other benefits** may only be granted or accepted if they do not violate current legal provisions and cannot damage NetterVibration's public reputation.

Regarding the **suspicion of corruption or bribery**, employees of NetterVibration are not permitted to offer or grant direct or indirect advantages to third parties in order to unfairly influence economic decisions through financial benefits or other means.

Misconduct & advice

If misconduct is detected, the corresponding **legal consequences** will follow.

NetterVibration has established a **reporting centre** in accordance with the Whistleblower Protection Act (HinSchG). Whistleblowers who wish to **report or disclose an offence** can contact this internal reporting office at any time. The aim is to **protect whistleblowers from reprisals and to ensure legal certainty** when reporting or disclosing information about violations.

The regulations apply, for example, to offences against German criminal law, certain provisions on fines (e.g. occupational health and safety) or European law. **Knowledge of the possible offences must have been acquired in a professional context.**

Violations under the Whistleblower Protection Act can be reported via the following channels:

E-Mail: HinweisgeberMeldestelle@NetterVibration.com

Telefon: 06134 / 27440 – 946

Post: Hinweisgeber-Meldestelle bei NetterVibration
- vertraulich! -
Fritz-Lenges-Str. 3
55252 Mainz-Kastel (Germany)

In order to be able to process offences as quickly and comprehensively as possible, it is important that your report contains as much specific information as possible. Please note the five W-questions: Who? What? When? How? Where?



We are #netter.



Open doors

We are always available to colleagues, especially our **managers**. Our doors are generally open. We talk to each other directly without departmental boundaries or formalities. We seek **dialogue** instead of burying ourselves in a flood of emails. We endeavour to **use language that everyone can understand** and to **impart knowledge** to everyone. At the same time, we **handle information confidentially** where this is necessary.

Confidentiality

All information obtained during the daily work at NetterVibration are **potential business secrets** and must therefore be treated **confidentially**. It is not permitted to pass it on to unauthorised third parties. All employees must **handle such sensitive information responsibly and with foresight**, i.e. store it carefully and protect it from access by third parties.

Such information may also not be used for personal gain, for the benefit of third parties or to the detriment of NetterVibration. Employees may not pass on any information about our **company's know-how** (e.g. technical drawings, business ideas, market knowledge, prices, discounts, data carriers) or other business secrets to project partners or third parties without being expressly authorized to do so by superiors.

Innovative, high-performance products and solutions are of great importance to the success of our company.

Inventions developed for us by employees or third parties must therefore be **protected by legal means**. It is also self-evident that we comply with all **data protection obligations and regulations**, which we review regularly.

Our data protection officer continuously monitors **GDPR compliance**.

Data security

Due to the intensive use of **IT systems**, NetterVibration's business operations are absolutely dependent on their reliable operation and availability. In order to limit the resulting potential risks, the current **IT security guidelines are consistently adhered to** and adapted to current requirements.

At the same time, we take the necessary precautions to ensure that **personal data** is only collected, processed and used in accordance with the statutory provisions.

Community

People know each other. We actively engage with all colleagues through regular parties, activities and events as well as seminars, training courses, newsletters and notices.

The **working time arrangements** in the company are diverse and take into account the wishes and life situation of the workforce, e.g. through various **part-time models, flexitime with working time accounts or working from home**.

We record and monitor **overtime** systematically and transparently and always try to avoid it in consultation with the individual or compensate for it with time off. Only in exceptional cases may remuneration be necessary.

Equal opportunities and equal pay as well as the integration of people with disabilities are a **matter of course for us**.

We take responsibility.

Human rights

NetterVibration and its employees are committed to respecting internationally recognized human rights and ensuring their implementation. **Respect for the personal dignity and protection of the personal rights** of the individual forms the basis of sustainable behavior. Any form of undignified treatment, abuse, intimidation or unlawful punishment of employees is prohibited.

Prohibition of child and forced labor

NetterVibration and its employees condemn all forms of child labor. Our suppliers also undertake not to employ children who have not yet reached the **minimum age of 15 years**. Every child must be **protected from economic exploitation** that is harmful to health, safety and morals. All forms of **forced labor, slavery or other forms of domination** that a person does not perform voluntarily or under threat of punishment **are prohibited**.

Occupational health and safety

As a responsible employer, NetterVibration is committed to providing a **safe working environment** with regard to strict compliance with the legal requirements for **health and safety at work**. Top priority is given to the prevention of accidents, the identification of potential risks and the prevention of personal injury and occupational illnesses

We focus on **ergonomic workplace design** and a safe working environment. A precise risk assessment is the basis for the safety of the workforce. We teach the **correct handling of hazardous substances and sources of danger** in training courses and provide protective equipment. The **health and well-being of our employees** is important to us. Everyone can use two hours per quarter for **medical appointments** during working hours. Changing rooms and showers are available to all employees. We offer free fresh fruit and mineral water to support a **healthy lifestyle** within the company. Our large canteen and kitchen provide all the facilities needed to prepare healthy meals.



Provision for the future

We actively inform our employees about the possibility of saving for the future and support this financially. **Supplementary company health insurance** offers our employees additional security, including for their families. Our company disability provision cushions the consequences of health risks.

Know-how-transfer

We continuously train **apprentices, interns, dual students and working students** and regularly support training programmes. We take part in relevant training fairs and inform young people there.

At the same time, our workforce is enriched and supported by a significant number of older and/or **long-serving employees**. **Experience** and passing it on are a key success factor in our product segment.



We deliver quality.

Product quality

NetterVibration offers **efficient and reliable solutions**. These include conveying, separating, dosing, loosening, compacting, sorting and screening bulk materials such as powders, pellets or granulates. Vibrators from NetterVibration can also be used to empty containers or pipes, clean walls and break up product jams. Proven solutions for all aspects of concrete compaction are available to the construction industry.

NetterVibration has been committed to the **outstanding quality of its products** for over seven decades and pursues the goal of optimising the long-lasting function and safety of its customers' systems and processes worldwide.

The quality of the products is guaranteed by

regular inspections and certification by international testing organisations. The results are **safety products** that are approved in accordance with industry-specific standards and regulations.

The employees of NetterVibration always have an open ear for all stakeholders of the company and take every complaint very seriously. **We make extensive product information publicly available to our customers.** Our **operating instructions** cover all health and safety aspects of our products.

We expect the same high quality standards from our suppliers and business partners as we do from ourselves and select them accordingly. If employees of NetterVibration become aware of **quality defects**, they should **report** these immediately to their superiors.

Continuous improvement

Every single one of our multifaceted customer projects inspires us anew. We support our customers over the long term and constantly scrutinise our solutions with them and for them. We are constantly evolving based on **the needs of our customers** and develop a creative vibration solution for every challenge. This is how we continuously develop our products. We also seek **continuous improvement in our internal processes**. Ideas and suggestions from our employees are particularly welcome and important here. **We appreciate their input.**

Customer service

We are committed to our customers, especially our sales team, **application consultants and field staff**. We are happy to visit our customers on site to get to know their processes, train them or **find a solution together** if problems arise. Where it makes sense, we also offer **spare parts** and **repair services** for our durable products. We advise our customers accordingly.

We work in a sustainable way.

Environmental awareness

Compliance with **high environmental standards** is an important part of our corporate philosophy. The **sensitive handling of resources, energy and waste demonstrates** our responsibility for future generations. We are committed to sustainable practices and establish an environmentally conscious mindset. Compliance with the legal **regulations on environmental protection, forward-looking action in this respect and the promotion of a sound environmental awareness** are goals to be continuously developed in our daily activities. The employees of NetterVibration are regularly sensitized to this and receive the necessary information and instructions.

CO2 footprint

We focus on modern technology, resource-conserving work and recording our **CO2 footprint**. With the knowledge of our current results, we look for **optimisation** in this and every area of the company.

We regularly measure and analyse our consumption and costs (energy, water, raw materials, consumables and supplies). We **avoid waste** wherever possible and favour recycling or disposal in accordance with local regulations. During development, production and transport, we favour materials that can be recycled. We only supply our customers with accessories that are only required to a limited extent, such as plastic spouts, if they are really needed.

We have a number of **charging points for electric cars and bicycles** for our electric vehicle fleet and our workforce, which make **business travelling** and the journey to work more environmentally friendly. We replace business travelling with multimedia solutions where this makes sense and does not interfere with the necessary personal contact or on-site viewing. Our employees are encouraged to use **public transport** and the **railway**.



