

**NetterVibration**



# **Code of Conduct**

**Suppliers & Partners**



*Serving industry with vibration*

MADE IN GERMANY



# Preface

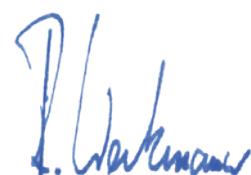
In the Code of Conduct for NetterVibration employees, we have defined values and committed ourselves to upholding them. We therefore expect our suppliers to also base their actions on comparable standards. The focus here is on **quality, responsibility, reliability and transparency** as well as, of course, **legally compliant and ethically correct behavior** at all times.

As a supplement to other contractual agreements between NetterVibration and its business partners, this Code of Conduct describes our guiding principles for all our suppliers, service providers and other partners. NetterVibration requires compliance with the following regulations for future cooperation and at the same time undertakes to fulfill the same principles and requirements.

This Code of Conduct applies to all suppliers of NetterVibration, their parent companies and subsidiaries as well as to downstream suppliers and contractors. Any violation of this Code of Conduct may ultimately be grounds for NetterVibration to terminate the business relationship, including all supply contracts.



Thomas Reis



Achim Werkmann

Mainz-Kastel, October 2024

# *Our ethical principles*

## **Money laundering prevention**

NetterVibration operates a zero-tolerance policy with regard to money laundering. We always comply with our legal obligations to prevent money laundering and reject transactions that serve to conceal or integrate criminally acquired assets to finance terrorism. All payment flows are transparent. We practice truthful, legally compliant financial reporting. We carefully check the identity of our business partners.

## **Fair competition**

NetterVibration's global success is based on the quality and performance of its products and services in free and fair competition. We act in accordance with national and international competition and antitrust laws. We do not participate in price and supply agreements or in the division of markets or customers. We expect the same business conduct from our customers, suppliers and business partners throughout the entire supply chain.



## Anti-corruption

NetterVibration establishes and maintains business relationships solely on the basis of objective criteria. We reject any kind of unlawful offer or receipt of payment in the form of bribery, embezzlement or extortion for the purpose of influencing decisions or obtaining an improper advantage. Commercial incentives must comply with applicable laws and market practices. The granting of discounts, bonuses and commissions must comply with existing laws and regulations and be documented with appropriate evidence. Our business

partners also undertake to comply with the relevant country-specific anti-corruption laws.



## Avoidance of conflicts of interest

NetterVibration endeavors to exclude internal and external conflicts of interest that could influence business relationships. Private interests of NetterVibration's employees must be kept separate from those of the company.

Should a business partner become aware of a potential conflict of interest, they are obliged to report this to NetterVibration. This also applies to employees who have a financial interest in the supplier's company or are otherwise related to the supplier.



# *Our legal regulations*

## **Trade controls**

As a globally active company, NetterVibration ensures that business with third parties does not violate trade regulations such as economic embargoes in compliance with national and international laws. When exporting our goods,

we guarantee to comply with the relevant legal standards of export control (e.g. licensing requirements and prohibitions on assistance). Our suppliers also comply with national and international sanctions and other statutory foreign trade restrictions as well as capital market regulations.



# *Our data protection*

## **Intellectual property**

Inventions, patents and other intellectual property rights are of existential importance for the future development of NetterVibration's business activities. We attach particular importance to protecting and safeguarding our industrial property rights. Business secrets must therefore be treated confidentially. We observe the applicable guidelines for their protection, handle confidential information of our business partners with discretion and expect the same in reverse.

## **Business and personal data**

The collection and processing of data at NetterVibration is limited to data that is essential for the maintenance of proper business operations. Business and personal data must be treated confidentially and protected against unauthorized access. Our customers, suppliers and other business partners must also comply with the statutory data protection regulations in accordance with the GDPR (General Data Protection Regulation).

# *Our social responsibility*

## **Prohibition of discrimination**

NetterVibration rejects any form of discriminatory behavior and injustice. In accordance with ILO Convention 111, the supplier must also prohibit any form of discrimination in the workplace. No one may be discriminated against on the basis of age, descent, origin, gender, religion or belief, sexual orientation or disability. The supplier undertakes not to tolerate any physical, psychological, sexual or verbal abuse. The prohibition of discrimination also applies to duplicate recruitment, remuneration, promotion and dismissal. Personnel decisions should be based exclusively on objective criteria - whether by NetterVibration or its partners.

## **Human rights**

NetterVibration and its business partners undertake to respect internationally recognized human rights in accordance with the UN Human Rights Charter and to ensure their implementation. Respect for the personal dignity and protection of the personal rights of the individual forms the basis of sustainable business conduct. Any form of undignified treatment, abuse, intimidation or unlawful punishment of employees is prohibited.



## Prohibition of child and forced labour

NetterVibration condemns all forms of child labour. Our suppliers undertake not to employ children who have not yet reached the minimum age of 15 (in accordance with ILO Convention 29, 105, 138 of the International Labour Organization Convention). Every child must be protected from economic exploitation that is harmful to their health, safety and morals. Also prohibited are all forms of forced labour, slavery or other forms of

servitude that a person does not perform voluntarily or under threat of punishment. The business partners must also comply with the applicable national and international laws and regulations.



## **Transparency of working hours and remuneration**

NetterVibration requires itself and its business partners to comply with the applicable labour laws. Working hours must meet the requirements of all relevant regulations. Overtime may only be worked voluntarily. Employees shall be given employment contracts that reflect the legal provisions on pay, benefits, working hours and paid vacation.

## **Freedom of association and the right to collective bargaining**

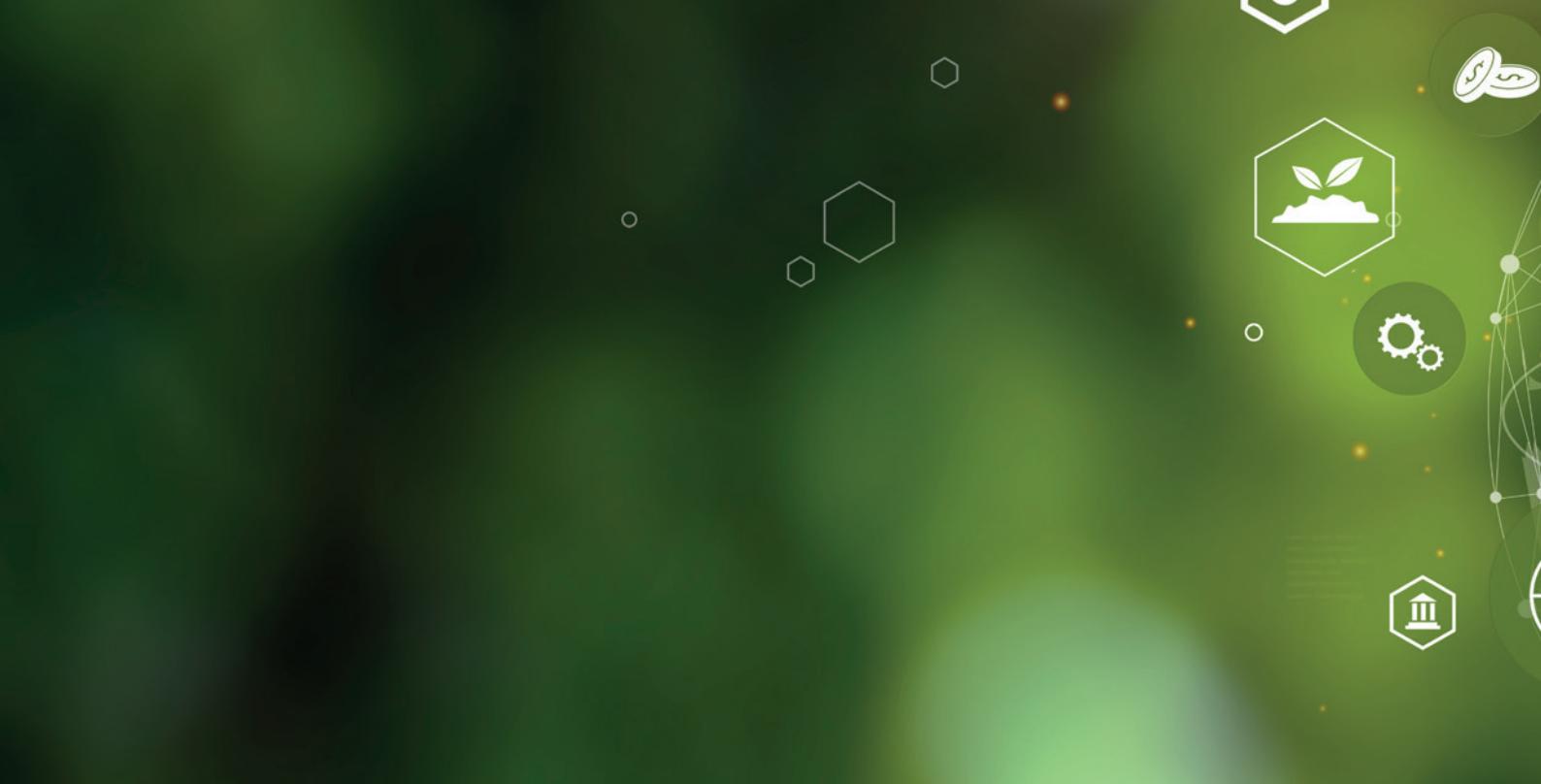
In accordance with ILO Conventions 87 and 98, NetterVibration expects itself and its suppliers to respect the rights of freedom of association (forming or joining trade unions) and collective bargaining (collective bargaining) on a democratic basis within the framework of the applicable legal provisions and without discrimination against employees.

# *Our working conditions*

## **Occupational health and safety**

NetterVibration and its suppliers comply with the requirements of all applicable laws to maintain health and safety in the workplace. It prevents work-related injuries and illnesses in accordance with ILO Convention 120 and international guidelines. By applying appropriate occupational safety systems, the necessary precautionary measures are taken to minimize the risks to employees from inadequate safety standards, lack of measures against fatigue and inadequate training or instruction.

In detail, we require a suitable workplace design, the provision of personal protective equipment and access to drinking water and clean sanitary facilities. Any reference to potential hazards must not result in disadvantages for employees. The entire workforce should be aware of the applicable laws, regulations and internal guidelines on occupational health and safety.



# *Our environmental protection*

## **Preservation of natural resources**

NetterVibration expects its business partners and itself to fulfill all requirements of the applicable laws and regulations for the protection of the environment and the climate and to handle natural resources responsibly.

The principle of sustainability should be pursued consistently. This means always being aware of the associated ecological responsibility in the following points, ensuring continuous improvement and drawing the attention of the workforce to this.



**Waste water** from operations and manufacturing processes as well as **greenhouse gas emissions** must be routinely monitored, checked and minimized as far as possible. **Waste** must be stored, collected, treated, recycled and disposed of in accordance with applicable legislation.

The export of **hazardous substances** is prohibited if the importing country cannot guarantee environmentally sound treatment. The consumption of **raw materials and natural resources** must be reduced. This should be achieved by changing processes, using

alternative substances, saving, recycling or reusing materials. We expect our suppliers to continuously work on reducing their **energy consumption** and improving energy efficiency. Renewable energy sources are preferable to conventional energy sources.

NetterVibration encourages its business partners to commit to leading initiatives to implement the above-mentioned topics such as the UN Global Compact or the 17 Sustainable Development Goals as well.

