

# ***DECLARATION OF PRINCIPLES FOR THE RESPECT OF HUMAN RIGHTS***

Since its foundation in 1873, the NETZSCH Group has developed into a globally active company with over than 4000 employees worldwide.

Our primary goal is to establish and maintain customer trust, loyalty and satisfaction as an extremely reliable business partner and market leader through compliance and consistent excellence in all areas.

Among our employees as well as towards all other partners and stakeholders of our company, we value trust, responsibility, fairness, loyalty, professionalism and innovation.

Compliance with applicable rules and regulations, especially with regard to professional and sustainable conduct, is a integral part of our business philosophy.

Our Code of Conduct applies to all employees and representatives of our group of companies. Complying with these principles is essential to maintain our well-known reputation as a demonstrably excellent and highly recognized business partner. In addition, NETZSCH expects its suppliers and business partners to pass on and enforce the contents of the Code of Conduct throughout their supply chains.

We are convinced that entrepreneurial success is only possible in the long term if human rights are recognized and protected. We therefore see it as our responsibility to respect human rights and prevent human rights violations. Our understanding of responsible conduct encompasses our own business activities, our business relationships and indirect ramifications arising from our actions.

To the extent possible, we uphold the tenets of the United Nations Global Compact. Wherever NETZSCH operates, we comply with applicable laws. In countries where local laws conflict with internationally recognized human rights, we endeavor to implement the above international standards in a manner that remains consistent with local laws.

# **NETZSCH**

Proven Excellence.

## **GOVERNANCE AND RISKMANAGEMENT**

The NETZSCH Group has established an appropriate and effective risk management system to ensure compliance with due diligence requirements. Risk management is integrated into all relevant business processes through appropriate measures, with the respective managing directors responsible for implementing appropriate risk management.

In our own business areas (= our own companies within the NETZSCH Group), the HR and HSE contacts are called upon to support compliance with human rights and environmental regulations.

The purchasing departments of our largest production sites are jointly responsible for implementing these requirements in the direct and indirect supply chain.

The Global Management Team (GGT) receives regular updates (at least once a year) on the fulfillment and monitoring of due diligence obligations by the responsible parties. This is managed by Group Compliance (= Human Rights Officer of the NETZSCH Group).

The effectiveness of risk management is monitored and controlled through suitable key performance indicators.

We are aware that the implementation of human rights due diligence is an ongoing development process. We are on this path and are committed to continuous improvement. Our policies and corporate values regarding compliance are also continuously reviewed and developed accordingly.

Our objective is to prevent or mitigate the effects of the risks we have identified and prioritized through various measures. These include aligning our management and procurement practices accordingly and raising awareness and training relevant employees, suppliers and business partners.

On-site audits are instrumental in providing a clear and valid assessment.

### **RISK ANALYSIS**

No significant risks were identified as part of a risk analysis in the company's own business area.

For the supply chain area (direct suppliers), an abstract risk analysis was initially carried out with appropriate supplier selection. This took into account country- and industry-specific factors. A concrete analysis of the selected suppliers is a continuing process and includes specific risk screening.

With the help of the risk assessment platform, priority risks can be managed directly with the suppliers so that continuous improvement is triggered.

## COMPLAINT PROCEDURE

The whistleblower portal can also report human rights risks and/or violations of human rights-related obligations. Whistleblowers can access the portal via the intranet or the publicly accessible websites. In this way, relevant information can be passed on securely, confidentially and, if desired, anonymously – worldwide and around the clock.

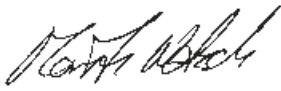
Reports of human rights violations that reach us through other channels are processed in accordance with the same principles and processes.

All reports are processed in accordance with the risk management process described above and in cooperation with the appropriate department(s). All reported cases of possible misconduct are carefully investigated. Confirmed violations are appropriately punished where necessary.


When NETZSCH becomes aware of human rights violations, we will enter into dialogs with all affected stakeholders and work toward remedial actions.

Whistleblowers who report human rights or environmental due diligence violations, to the best of their knowledge and in good faith, do not have to fear any adverse actions by the company as a result of their complaint.

### The Global Management Team (GGT) Selb, August 2023



Moritz Netzsch



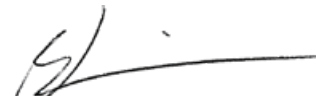
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