



SACHTLEBEN MINERALS



Deutsche Baryt-Industrie



Sachtleben Bergbau



Fluoritwerke Erzgebirge

CODE OF CONDUCT

Binding code of conduct for all employees

As a globally active company, the Sachtleben Minerals Group has a social responsibility towards our environment, customers, employees and the public. Compliance with legal, social and ecological standards and respect for human rights are therefore part of our corporate philosophy. Our Code of Conduct serves as a guideline for our day-to-day activities and is intended to provide our employees with orientation for ethical behaviour in their daily work.

Business ethics

We respect human rights in accordance with the UN Human Rights Charter. In particular, we reject forced labour, child labour, human trafficking and unethical and illegal business practices such as corruption, extortion and bribery at our company and with our business partners under all circumstances. All employees make decisions on the basis of objective considerations and do not allow themselves to be improperly guided by personal interests.

In all cases, the applicable national law is observed and complied with in accordance with the ILO Convention. We do not permit any form of forced or compulsory labour, slavery, slavery-like practices, servitude or other forms of domination or oppression in the workplace environment, for example through extreme economic or sexual exploitation or humiliation.

We respect the ban on unlawful forced eviction and the unlawful seizure of land, forests and waters whose use secures people's livelihoods.

We respect the prohibition on hiring or using private or public security forces to protect a business project if the prohibition of torture or cruel, inhuman or degrading treatment is violated, life or limb is harmed or freedom of association is impaired due to a lack of instruction or control in the deployment of security forces.

Compliance with law

We comply with the laws and regulations that apply to us and implement official requirements.

Equality of rights and opportunities

We do not tolerate discrimination on the basis of skin colour, ethnic origin, gender, nationality, social background, disability, age, health status, political or other convictions, sexual orientation, religious affiliation or ideology.

Management / Training / Occupational health and safety

Employee appreciation and motivation is achieved through employee-orientated management, regular information and good working conditions. Our staff are developed in the long term through early planning and training. Active health protection and high occupational safety standards are a top priority for us. Employees are trained in occupational health and safety. Suitable work equipment and protective gear are made available to all employees. Appropriate measures are also taken to minimise health and accident risks.

Employee representation

We recognise the freedom of association of employees and work together with works councils in our production companies in a spirit of trust. We neither favour nor discriminate against members of employee organisations or trade unions. We use collective labour agreements to ensure that our employees are paid appropriately and guarantee statutory minimum wages and working hours. In doing so, we comply with the fundamental labour protection rights, the principles of which are expressed in the international conventions of the United Nations (UN) and the standards of the ILO, among others.

Data protection

In order to protect the privacy of employees, customers and suppliers, we comply with applicable legal requirements when handling personal data. We respect the know-how, patents, trade and business secrets of ourselves and third parties and do not pass on such information to third parties without express written confirmation. All general and specific data of our customers and suppliers that are exchanged in the course of the business relationship, as well as all personnel-related data, are treated confidentially and protected against unauthorised access to the best possible extent.

Antitrust and competition law

We reject all forms of corruption, extortion and bribery. We always ensure fair and undistorted competition by complying with competition and antitrust regulations. We do not tolerate any conflicts of interest that may arise from bribes, gratuities, invitations, gifts, etc. that are intended in any way to influence decision-making.

Prevention of money laundering

We fulfil our legal obligations to prevent money laundering and do not participate in money laundering activities. Every employee is required to have unusual financial transactions that could give rise to suspicion of money laundering checked by the relevant department in case of doubt.

Environmental and climate protection / energy efficiency

The responsible use of energy and the protection of people, animals, plants, water, climate, air, soil and landscape is essential to our actions. We use our natural resources responsibly and emphasise the importance of climate protection through our climate strategy. In order to continuously improve environmental and climate protection, we operate an environmental management system in accordance with DIN EN ISO 14001. We handle, collect, store and dispose of all waste in an environmentally friendly manner and in compliance with applicable law. We do not import or export hazardous waste in contravention of regulations.

In the development and manufacture of our products, we reduce the use of energy, water and raw materials as well as the generation of emissions and waste through continuous process monitoring and optimisation. We have taken various measures to protect our environment. These include certification in accordance with the DIN EN ISO 50001 energy management system in order to save energy in the long term and in a targeted manner.

Supply chain

A proportion of value creation also takes place in the supply chain at our suppliers. It is therefore important to us that our suppliers also appropriately promote and actively implement compliance with this Code of Conduct or an equivalent code of conduct of their own in their supply chain. A breach of this Code of Conduct constitutes an impairment of the business relationship between us and the supplier. Suppliers must also fulfil any further requirements arising from the laws and other legal provisions applicable to them.



Reporting misconduct / Whistleblower Protection Act

The purpose of the Whistleblower Protection Act is to protect people who report violations of applicable laws or regulations within the company. To ensure the integrity and transparency of our company, we have set up an external reporting centre that acts independently and neutrally.

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