



SACHTLEBEN MINERALS



Deutsche Baryt-Industrie



Sachtleben Bergbau



Fluoritwerke Erzgebirge

CODE OF CONDUCT FOR SUPPLIERS

Binding behavioural guidelines for all suppliers

We are aware of our 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.

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 and confirm this by signing it. 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.

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 the law

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

Equal opportunities / inclusion and diversity

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.

Fair working conditions / health and safety at work / minimum wage

The applicable national legislation on occupational health and safety is guaranteed and humane working conditions are ensured. Employees are trained in occupational health and safety. Suitable work equipment and protective equipment are made available to all employees. Appropriate measures are also taken to minimise health and accident risks.

We recognise the right of all employees to form or join trade unions on a democratic basis in accordance with applicable national legislation. We also recognise the right of all employees to an appropriate wage that is at least equal to the minimum wage and working hours stipulated by the applicable law.

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 anti-trust 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 for our actions. We utilise our natural resources responsibly. We handle, collect, store and dispose of all waste in an environmentally friendly manner and in accordance 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.



Supplier (in block capitals)

Surname, first name | Position (in block capitals)

Place, date | Signature

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