

NILES-SIMMONS-HEGENSCHEIDT

MACHINE TOOL MANUFACTURING



Supplier Code of Conduct

Preamble



The members of the NSH Group are operating globally and are in continuous contact with a variety of business partners worldwide. It is in the interest of all our employees to work and live in a sustainable environment, which is characterized by ethical and social responsibility, and which can be improved actively by their behaviour. For achievement of that goal, we demand corresponding standards not only of ourselves, but also of all our business partners and suppliers.

The NSH Group, together with its suppliers, undertakes responsibility for a supply chain which complies with national and international legislation, applicable standards and ethical values.

This aspiration corresponds with the »[Automotive Industry Guiding Principles](#)« and shall be amended by the content of this Supplier Code of Conduct.

Legal Requirements & Ethical Guidelines



Legal Requirements

The supplier shall always comply with applicable national and international laws, regulations and governmental instructions, for instance related to protection of personal data, respect of fair competition, observance of export control and customs regulations as well as fulfilment of due diligence regarding its supply chain.

Ethical Guidelines and Business Integrity

The NSH Group advocates for compliance with principles of business integrity and ethical behaviour. Any form of corruption, extortion, embezzlement and fraud are strictly prohibited.

The supplier shall not tolerate any form of corruption, extortion, embezzlement or fraud in the course of its business. Gifts, gratuities, invitations and other services may neither be accepted nor offered if these circumstances may lead to an improper influence of the business relationship or illegal benefits. Possible conflicts of interest in relation to business transactions, which may result from work-related or private relationships, shall be made transparent.

Human Rights, Health and Safety of Employees



Human Rights and Fair Working Conditions

The NSH Group employs people with different nationalities, attitudes, cultural and religious background. The Group is committed to obey human rights of its employees, to treat them with dignity and respect as well as to prohibit every form of discrimination.

The supplier is obliged to counter actively every form of discrimination of employees, may it be due to colour of the skin, religion, nationality, race, political or sexual orientation, physical or mental handicap, age or gender.

The observance of all applicable local laws and regulations, i.a. regarding minimum wages, maximum working hours, breaks, social benefits provided for by law and freedom of association has been implemented by us and is equally required from our supplier. Furthermore, child labour, forced labour, slavery and human trafficking shall be categorically rejected.

Health and Safety of Employees

The members of the NSH Group highly prioritize health and safety at our worksites.

The supplier equally shall be committed to ensure with highest priority health and safety protection at its workplaces. Continuous observance of the same shall be ensured by adequate tools, working materials and measures.

Environmental Standards & Intellectual Property



Environmental Standards

Our operations are maintained in compliance with applicable laws and standards for protection of the environment in order to contribute to the desired sustainability. As a consequence thereof, we aim for continuous improvement of measures for environmental protection and steady minimization of environmental pollution.

We expect from our suppliers to pay high attention to all aspects of protection of the environment in the context of its operations as well as to comply with applicable laws, regulations and standards regarding pollution control. Natural resources shall be respected as valuable assets.

As objective, the development of climate-friendly products, processes and production methods shall be promoted.

Intellectual Property

The supplier will respect the intellectual property and know-how of the NSH Group and will take all adequate and necessary measures to protect the same and to safeguard the information and data security within the business relationship.

Compliance with the Supplier Code of Conduct



Compliance with the Supplier Code of Conduct

The supplier is obliged to comply with this Supplier Code of Conduct and warrants to impose and implement comparable requirements in relation to its own suppliers. This includes regular training of its employees regarding relevant principles of this Supplier Code of Conduct.

The members of the NSH Group are entitled to verify the adherence to this Supplier Code of Conduct either by means of an audit at the facilities of the supplier or by other adequate measures.

In case the supplier breaches one or several principles of this Supplier Code of Conduct, or if a reasonable suspicion of a possible violation exists, the supplier shall be obliged, upon request of the NSH Group, to provide qualified information and to resolve the grievance within reasonable time.

Should any material breach of the Supplier Code of Conduct occur due to the supplier, the members of the NSH Group retain the right to immediately terminate specific contracts and any ongoing relationships with the supplier.

Reporting of Violations

The supplier is encouraged to report any violation or suspicion of a possible violation of this Supplier Code of Conduct and the principles incorporated herein, anonymously if desired, through our whistle-blower hotline:

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