Quarzwerke Gruppe

CODE OF CONDUCT

Message from the Management Board

For the Quarzwerke Group, compliance means binding compliance with applicable laws, official requirements, internal guidelines and recognized ethical standards. Compliance protects the company, its employees, business partners and other stakeholders. The management adopts this Code of Conduct as a binding framework for orientation and action for integrity, lawful and responsible conduct within the Quarzwerke Group as well as in its dealings with customers, suppliers and other business partners.

Code of Conduct

For over 140 years, the Quarzwerke Group has been a producer of mineral raw materials – a tradition of which we are proud. As an independent family business, we have always combined the careful handling of high-quality raw material deposits with modern and efficient processing technology. Mining and renaturation of the quarries are carried out with a sustainable ecological claim.

We are proud that our products make a valuable contribution to our customers in numerous areas of application and see ourselves as an efficient and reliable partner with social and ecological responsibility.

This Code of Conduct applies to the management and employees of all companies and locations of the Group in the respective countries.

The principles described in this Code of Conduct are a binding part of the corporate culture of the Quarzwerke Group. Every manager and every employee is obliged to comply with them in their own area of responsibility, to actively promote them and to act appropriately in the event of recognizable risks or violations.

Executive Board and Corporate Governance

The management of the Quarzwerke Group is economically successful, socially responsible, environmentally conscious and legally compliant. Business decisions must be based on integrity, transparency, responsibility and applicable law. In all markets in which the Quarzwerke Group operates, the rules of fair competition, in particular antitrust and competition law requirements, must be strictly observed. Unfair practices, anti-competitive agreements, corruption or other impermissible advantages vis-à-vis customers, suppliers, authorities or competitors will not be tolerated.

Employees

The Quarzwerke Group pays attention to fair and appropriate working conditions. Remuneration, working hours, social benefits as well as occupational health and safety are based on the applicable legal, collective bargaining and company regulations. The company promotes qualifications, further training and development opportunities, insofar as this is compatible with operational requirements, and supports a working environment in which motivation, a sense of responsibility and cooperation are promoted.

Compliance with the relevant occupational health and safety, social security, working time law and other regulations for the protection of employees is mandatory. The Quarzwerke Group respects the freedom of association and the right of employees to organize themselves in trade unions and works councils within the framework of the applicable laws. Cooperation with employee representatives is objective, trusting and within the framework of the statutory rights of co-determination.

The Quarzwerke Group respects internationally recognized human rights and expects the same in its business environment. Child labor, forced labor, modern slavery and human trafficking are not permitted in its own operations and are not tolerated or supported directly or indirectly within the scope of existing influence. The Quarzwerke Group stands for respectful interaction, equal opportunities and a working environment without discrimination, harassment or discrimination, in particular on the basis of gender, age, origin, religion or belief, disability, sexual identity or other protected personal characteristics. Human rights and environmental risks are considered on a risk-based basis. Necessary prevention and remedial measures are determined, implemented, documented and checked for effectiveness within the framework of the respective responsibilities and influences.

The Quarzwerke Group expects suppliers, service providers, intermediaries and other business partners to comply with applicable law, human rights, labour and social standards, environmental requirements as well as the principles of integrity and corruption prevention. The selection and cooperation are risk-oriented. In particular, self-disclosures, contractual assurances, compliance checks, evidence, training or audits may be used for this purpose. In the event of serious violations that are identified or sufficiently probable, the Quarzwerke Group takes appropriate measures, up to and including the restriction or termination of the business relationship.

Environment

Mineral raw materials are at the beginning of a long value chain. Many branches of industry depend on raw materials that are also produced by our group of companies. The extraction of mineral raw materials also has an impact on the environment. We take our responsibility for these effects very seriously. Habitats of great importance for rare species worthy of protection regularly develop in our renatured areas. Together with environmental associations and local initiatives, the company develops and implements plans that will create a high-quality renatured environment in the medium and long term following extraction.

At its production facilities, the Quarzwerke Group takes great care to exclude harmful environmental impacts or to minimise them according to the state of the art. Energy efficiency, the reduction of greenhouse gases, recycling processes and the reduction of waste are constantly optimised in the technical equipment of the production facilities and in the design of the production processes. Energy and raw material efficiency are central requirements for plants and processes.

The goals are in particular the responsible use of energy, water and raw materials, the reduction of greenhouse gas and air emissions, the protection and promotion of biodiversity, the safe handling of chemicals and the avoidance, reduction and recycling of waste.

Social responsibility

The Quarzwerke Group also assumes responsibility in the social environment. It is committed to the neighbourhood of its sites, among other things by designing attractive post-mining landscapes, through sponsorship and through personal contact between its employees and the neighbourhood. Locations are regularly open to the public in order to provide insight into their activities and their operating facilities. A central concern is the education of children and young people, which the Quarzwerke Group supports through a wide range of measures. At the same time, the Quarzwerke Group maintains an objective and transparent dialogue with neighbours, the public, local initiatives, authorities and other groups affected by its activities. Justified concerns are taken into account within the scope of legal and operational possibilities.

Compliance

The Quarzwerke Group complies with applicable laws, official requirements, internal guidelines and compliance requirements in all its business activities.

The Quarzwerke Group does not participate in money laundering, terrorist financing or the circumvention of sanctions, embargoes, customs or foreign trade regulations. In the event of recognizable risks, business partners, payment channels, country references, delivery and use purposes must be appropriately examined. Unusual payment modalities, non-transparent structures and indications of sanctions or export control risks must be clarified immediately. Circumvention transactions are not permitted.

Likewise, anti-competitive agreements – including agreements on markets, prices, quantities, customers or territories, concerted conduct in tenders and the impermissible exchange of competitively sensitive or confidential information – will not be tolerated. The same applies to other actions that may impair free and fair competition or violate legal obligations. In contacts with competitors, associations or other market participants, antitrust and competition law limits must be strictly observed. In cases of doubt, the responsible compliance or legal function must be involved in advance.

Managers and employees must avoid, disclose and treat conflicts of interest in accordance with internal guidelines. Benefits, gifts, invitations, hospitality, donations, sponsorship or other benefits may not be offered or accepted if this may give the impression of improper influence. Particular restraint applies when dealing with public officials, authorities, public institutions and political functionaries. Gifts must be lawful, appropriate, transparent, documented and compatible with internal guidelines.

Confidential information and trade secrets must be protected and may not be used for personal advantage or for the benefit of third parties. Business transactions, decisions, audits and approvals must be documented completely, correctly, promptly and comprehensibly. Manipulation, concealment, retroactive change or deliberately incomplete presentation of records, evidence, audit reports, bookings or other business documents are not permitted. Legal and internal retention obligations, documentation and cooperation obligations must be observed.

The Quarzwerke Group ensures that products, raw materials and materials comply with the relevant legal requirements. Safety data sheets, technical data, specifications, markings, conformity information and other product information must be provided in a correct, complete, comprehensible and timely manner. Deliberately misleading information about the properties, quality, origin, composition, intended use or conformity of products is not permitted.

Violations of compliance requirements will not be tolerated and may result in employment, civil or criminal consequences.

Data protection and data security

Personal data of employees, customers, business partners, suppliers and other third parties will be processed exclusively in accordance with the applicable data protection laws. The Quarzwerke Group protects the confidentiality, integrity and availability of information in need of protection by appropriate technical and organizational measures. Personal and confidential information may only be used for lawful, defined and traceable purposes and may only be passed on to authorized persons according to the need-to-know principle. IT systems, access, passwords, trade secrets and other confidential information must be protected against unauthorized access, loss, modification and misuse. Data protection or information security incidents must be reported immediately via the designated reporting channels.

Audits and certification

Quality, occupational safety, environmental and energy audits are carried out as planned at the Quarzwerke Group sites in order to implement a process of continuous improvement.

The effectiveness of the quality, occupational safety, environmental and energy management systems is regularly reviewed internally and by external, accredited certification bodies. The applicable certifications and normative requirements, in particular according to DIN EN ISO 9001, DIN EN ISO 14001, DIN ISO 45001 and DIN EN ISO 50001, insofar as they are applicable to the respective locations and organizational units, are decisive. In addition, the Quarzwerke Group is regularly evaluated in sustainability assessments.

Awards

Companies of the Quarzwerke Group have already received several awards for sustainable work. Evaluations by independent juries in German and European competitions confirm individual projects and initiatives. Such awards are recognition and incentive at the same time. However, they do not replace the ongoing obligation to consistently comply with legal, regulatory and internal requirements and to regularly review the effectiveness of the corresponding measures.

Disciplinary measures

Violations of this Code of Conduct, applicable law or internal guidelines will be examined and appropriately punished. Depending on the type, severity and circumstances of the individual case, possible measures range from information, training or organisational measures to sanctions under employment law, including warnings, transfer or termination of the employment relationship. Legal obligations to report, notify and cooperate remain unaffected.

Dedicated reporting channel and responsibility

Reports of possible legal or compliance violations can be directed to the compliance function via the designated reporting channels. Reports are examined confidentially and in accordance with the applicable legal requirements, in particular with regard to whistleblower protection and data protection. If the respective reporting channel provides for this, information can also be submitted anonymously. Discrimination, intimidation or other reprisals against persons who provide information in good faith or cooperate in the investigation will not be tolerated. Within the framework of the legal requirements, the protection also applies to supporting persons. Deliberately false or abusive reports are not protected from this.

Reports can be sent to compliance@quarzwerke.com by e-mail. The Compliance Officer Dr. Thomas Pütter is responsible for processing the information. In addition, the whistleblower reporting channel "Report Forward" is available on the company website.

Updating

The Code of Conduct of the Quarzwerke Group is reviewed annually and updated as necessary. Changes in legal, regulatory, organizational or material business requirements are taken into account regardless of the regular review cycle.

Last update: 31.05.2026