



Policy of Sustainability

for NMI Suppliers

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The United Nations Global Compact and the basic principles listed therein form the basis for NMIs sustainable principles. To promote the implementation of these principles the policy of sustainability at the NMI also includes the suppliers from whom the NMI procures goods and services. The suppliers of the NMI are required to uphold and respect human rights and laws. Furthermore, it is the responsibility of the NMI supplier to ensure compliance with the following principles and to promote and pass them on in their own supply chain as best as possible.

Social Sustainability

Compliance to Human Rights

Suppliers to the NMI are required to respect and promote compliance with internationally recognized human rights. Thus, care must be taken to ensure that neither the suppliers themselves, business partners or suppliers commit or are involved in human rights violations.

Prohibition of Forced Labor

Forced or compulsory labor is not permitted. Furthermore, the handing over of an identity card, passport or work passport or work permit as a precondition for employment may not be demanded from employees.

Prohibition of Child Labor

No child labor shall be used at any stage of production or processing. NMI-suppliers are required to adhere at a minimum to the recommendations of the ILO (International Labor Organization) conventions on the minimum age for admission to employment or use of children at work. The principle applies that children should not be hindered in their development and that their development and their safety and health must not be impaired.

Fairness in Salary, Working Hours and Social Benefits

Applicable basic principles with respect to minimum wages, applicable overtime regulations and legally required social benefits must be observed. Working hours and non-working hours must, at a minimum, comply with applicable laws, industry standards, or relevant ILO conventions - whichever is stricter. As a public contracting authority in Baden-Württemberg, the NMI is subject to the Landestariftreue- und Mindestlohngesetz Baden-Württemberg (LTMG), which stipulates that bids submitted to the NMI with a value of value of 20,000 Euros or more, the bidder must submit a signed "Declaration of Commitment to the Minimum Wage", otherwise he/she may not be considered in the further award procedure (exclusion criteria).

Equal Opportunities / Non-Discrimination

Suppliers of the NMI are obligated to maintain equal opportunities in employment and to refrain from any discrimination. Employees may not be discriminated against for any of the following reasons: origin, nationality, skin color, religion, belief, political or trade union activity, gender, sexual orientation, age, disability, illness and pregnancy.

Freedom of Association and Right to Collective Bargaining

Employees must be able to discuss working conditions openly with the company's management without fear of disadvantage. Freedom of association and the effective recognition of the right to collective bargaining must be upheld. The right to union, to appoint a representative and to be elected to such a union shall be respected.

Health and Safety in the Workplace

The NMI supplier, as an employer, guarantees health and safety at the workplace at least within the framework of the applicable national regulations. Furthermore, he/she supports continuous development to improve the working environment.

Business Ethics and Compliance

Compliance with Laws

The NMI Supplier shall comply with all laws and regulations applicable to it and its business relationship with the NMI. The highest level of integrity is expected in all business activities and relationships. Suppliers to the NMI are required to refrain from any form of fraud or embezzlement, insolvency offenses, corruption, granting of advantages, bribery or venality.

Fair Competition

Laws that protect and promote competition must be observed. This applies in particular to antitrust laws. The NMI supplier shall respect fair competition and comply with the prohibition of collusion with competitors and other measures that impede the free market.

Prohibition of Corruption and Bribery

The highest level of integrity is expected from the NMI suppliers in all business activities and relationships. All forms of corruption and embezzlement are to be refrained from. Bribery, kickbacks and extortion to influence representatives of business partners, politics, administration, the judiciary or the public are always prohibited.

Protection of Business Secrets

All commercial and technical details which are not in the public domain and which become known to the supplier through the business relationship must be treated as business secrets.

Sustainability in Environmental Protection

Environmental Responsibility

Regarding environmental issues, NMI suppliers must follow the precautionary principle, take initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.

Environmentally Friendly Production

The NMI supplier shall ensure optimal environmental protection in all phases of production. Through a proactive approach, accidental consequences that may have a negative impact on the environment are to be avoided or minimized. A particular importance is attached to the application and further development of energy and water-saving technologies - characterized by the use of emission reduction, reuse and recycling strategies.

Environmentally Friendly Products

All products manufactured along the supply chain must meet the environmental standards of their market segment. This includes the complete product life cycle and all materials used. Chemicals and other substances that may pose a hazard if released into the environment must be identified. Hazardous substance management must be established for them so that they can be safely handled, transported, stored, reprocessed, or reused and disposed of through appropriate procedures.

Information / Communication of This Policy

The guideline is available for download on the NMI website for our suppliers.