

Supplier E-Training

Fostering sustainability throughout the supply chain

2025



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Sustainable supply chains can only be accomplished by close cooperation



Voith is committed to ecological, fair, and long-term successful business practices and want to make a demonstrable contribution to the sustainable development of the company, society, and environment.



Voith is convinced that such a comprehensive range of issues can only be successfully addressed through close, continuous cooperation with our suppliers.

**Sustainable
development**

**Supply chain
partnership**

How to foster sustainability in supply chains

Targeted learnings



- ✓ Knowing relevant international standards and upcoming legislations
- ✓ Actions your business or your suppliers can do to improve sustainability
- ✓ Voith's expectations
- ✓ What to do in case of incidents

Human Rights & Environmental Protection

(Inter)national legislations are on the rise

United Kingdom: Modern Slavery Act

**Canada: Anti-Forced Labor
Supply Chain Act**

Norway: Transparency Act

Germany: Supply Chain Act

France: Devoir de Vigilance

Switzerland: Supply Chain Act

EU: Corporate Sustainability Due Diligence Directive

EU: Deforestation Regulation







Australia: Modern Slavery Act

Human Rights and Environmental Due Diligence help to ensure sustainability



OECD Due Diligence Guidance for Responsible Business Conduct¹

Human Rights and Environmental Due Diligence provides guidance on how to:

-  Embed responsible business conduct
-  Identify and assess adverse impacts
-  Cease, prevent or mitigate impacts
-  Track the implementation & results
-  Communicate on impacts
-  Take remedial action when appropriate

Human rights risks in companies

Discrimination

Definition

Discrimination is unequal treatment of employees or job applicants based on personal characteristics, such as gender, race, sexual orientation, religion, age or national origin.

Hints of noncompliance

- Low diversity of staff, such as predominantly white, male or young employees
- No anti-discrimination contact person

Corrective measures

- Develop and enforce anti-discrimination policies
- Implement fair recruitment practices
- Promote a diverse and inclusive culture
- Establish a clear reporting mechanism and responsibilities to report on discrimination



ILO Convention No. 100 & 111

Human rights risks in companies

Lack of occupational health and safety



Definition

- A lack of occupational health and safety results in an increased risk for occupational accidents or health risks
- Nearly 3 million workers die every year due to work-related accidents and diseases¹
- Sectors most prone: construction and manufacturing¹

Hints of noncompliance

- High number of accidents
- Lack of information available for the employees, ex. information signs
- Lack or poor maintenance of safety equipment, ex. fire extinguisher

Corrective measures

- Establish a safety culture: encourage employees to prioritize safety and provide trainings
- Conduct risk assessments to identify risks
- Provide appropriate PPE
- Develop emergency plans and provide easy access to emergency exits and first aid kits.



ILO Convention No. 155 & 161

Human rights risks in companies

Child labor

Definition

- Child labor is work that deprives children of their childhood, potential and dignity and that is harmful to their physical and/or mental development
- About 138 million children are engaged in child labor¹


Hints of noncompliance

- No age check before recruitment
- Equipment sized for small persons ex. chairs

Corrective measures

- Establish company wide policies against child labor
- Check the minimum age to work in your country
- Verify the correct age at new employees

 ILO Convention No. 138 & 192

 [UNICEF Guidance Note for Child labor and responsible business conduct](#)

Human rights risks in companies

Forced labor and slavery

Definition

- Modern slavery is a situation of exploitation that a person cannot refuse or leave because of threats, violence, coercion or abuse of power
- Forced labor is a type of modern slavery and can occur in the private economy (17 million) and by state authorities (4 million) and it has been growing overall in recent years

Hints of noncompliance

- Corporate climate of threat
- Poor working conditions
- No regular working times - no private life for the employees

Corrective measures

- Increase awareness within your company, ex. anti-slavery and human trafficking policy, trainings
- Conduct Due Diligence
- Provide channels for workers to report abuses safely and confidentially

 ILO Convention No. 29 & 105

Human rights risks in companies

Poor salary and working times

Definition

- Local laws or otherwise the ILO standards set the boundaries for the working times
- 8% of workers worldwide still live in extreme poverty and can't meet their and their families' basic needs¹
- Culture (company and country) has a high influence on working hours

Hints of noncompliance

- A decent wage can only be accomplished by over hours
- Over hours are expected otherwise the employee is dismissed
- Lack of time tracking or embellished records of working time

Corrective measures

- Check on local minimum wage and maximum working hours
- Implement transparent policies on overtime
- Train managers on labor laws and company policies
- Use reliable systems for time tracking
- Ensure appropriate rest periods and vacations
- Implement a transparent salary structure



ILO Convention No. 1; 14; 95; 131 & 132

Human rights risks in companies

Lack of freedom of speech, to strike and of association

Definition

Following rights are fundamental human rights:

- Expressing own opinion without fear of censorship or legal penalty
- Ceasing work to protest against working conditions or wage levels
- Right to form or join groups for the purpose of pursuing common interests

Hints of noncompliance

- Prohibition to form a union
- Employees who express their opinion or join a union are not promoted or are even dismissed
- Tense corporate climate

Corrective measures

- Establish policies, that protect employees from negative consequences when speaking up
- Establish channels for employees to voice their opinion
- Respect union rights
- Respect lawful strike actions



ILO Convention No. 87 & 98

Human rights risks in companies

Uncontrolled influence on third parties

Definition

- Influence on third parties, such as harmful soil change, water or air pollution, noise emissions or excessive water consumption
- Deprivation of land where it significantly impacts a person
- Use of security forces which lack instructions and control

Hints of noncompliance

- No consultation and compensation before building on a plot of land of local people
- Extensive noise/ air pollution due to a lack of measures ex. filters
- External security forces apply cruel measures, such as torture or hinder legal actions, e.g. strikes

Corrective measures

- Conduct environmental impact assessments
- Engage with local communities
- Implement monitoring
- Obtain free, prior and informed consent (FPIC) of affected communities before conducting activities on their land
- Instruct/ control external staff (ex. security forces) to respect int. law (no torture, respect of associations)



- UN Declaration on the Rights of Indigenous

- UN Code of Conduct for Law Enforcement Officials

Environmental risks in companies

Hazardous substances

Definition

Chemicals need to be handled responsibly during mining, production, storage and disposal, as they pose a potential risk to people's health and their environment

Hints of noncompliance

- Usage of products consisting of mercury, even though alternatives are available, ex. batteries, pesticides
- Usage of banned persistent organic pollutants
- Import or export of dangerous waste not in accordance with Basel Convention, ex. waste of paints or vanishes, waste of organic solvents

Corrective measures

- Check (international) legislations on proper production, handling and banned chemicals
- Train employees
- Ensure that safety data sheets are available
- Dispose chemicals only at special disposal sites
- Check regulations when exporting or importing waste



• Minamata Convention on Mercury

• Stockholm Convention on Persistent Organic Pollutants

• Basel Convention on the control of Transboundary Movements of Hazardous Wastes and their disposal

Voith's expectations on sustainability for our suppliers



- ✓ Take appropriate measures to guarantee human rights, labor rights and environmental protection
- ✓ Transfer knowledge and expectations within your supply chain
- ✓ Cooperate during preventative and remedial measures
- ✓ Comply with our Supplier Code of Conduct
- ✓ Comply with international laws and standards
- ✓ Openness to increase sustainability

Contractual agreement on human rights and environmental protection



Contractual agreement on compliance with human rights and environmental protection between our suppliers and Voith are set out in:

- Our General Purchasing Conditions
- Our frame contracts
- Our Supplier Code of Conduct

Sustainability is becoming increasingly important

Our Supply chain plays a key role



What to look out for

- Child labor
- Forced labor
- (Modern) Slavery
- Poor salary and working times
- Poor measures for occupational health and safety
- Lack of freedom of speech, to strike and of association
- Discrimination
- Uncontrolled influence on third parties
- Unresponsible handling of chemicals

Why you should foster sustainability

- Legal compliance
- Avoid fines and exclusions from awarding
- Avoid reputational damage and build strong ties to suppliers and customers
- Avoid delays in delivery
- Build resilient supply chains

In case of an incident

In case of an incident either at your site or in your supply chain, please contact your contact person at Voith or report via Voith's [Whistleblower platform](#)

Only with close

Cooperation

we can create sustainable supply
chains for future generations

Checkout Voith's Actions and Guidelines on human rights and environmental protection



... in our Supplier Code of Conduct

... in our Policy Statement on the German Supply Chain Act

...on our Website

.. in our Sustainability Report



Thank you!

**For questions and suggestions, please contact:
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