

## Declaration of Principles by Ferro Duo GmbH – Responsibility for Human Rights and Environmental Protection

FERRO DUO GmbH, headquartered in Duisburg with a worldwide presence, is a pioneer in applied research and your specialist for industrial byproducts and waste. Our commitment is dedicated to a forward-looking engagement in responsible actions concerning human rights and environmental protection.

We are aware of our responsibility to respect human rights and protect the environment. Continuously, we strive to fulfill this responsibility to the best of our ability. In this statement of principles, we describe the central steps and measures we take in our business operations to identify and minimize potential risks related to human rights and environmental protection.

Our orientation follows the requirements of the Law on Corporate Due Diligence to Prevent Human Rights Violations in Supply Chains (hereinafter referred to as "CSR Law").

Our commitment to international principles and national legal provisions regarding the protection of human rights and the environment is reflected in our work. This includes:

- Strict compliance with the prohibition of slavery, child labor, and forced labor.
- Ensuring workplace safety and appropriate working hours.
- Recognition of the right of all employees to form labor representations, strike, and engage in collective bargaining.
- Equal treatment of all employees without discrimination.
- Ensuring a fair wage, at least equivalent to the legal minimum wage.
- Protection against harmful impacts on soil, water, air, and water resources.
- Prohibition of illegal evictions or expropriations.
- Rejection of the use of security forces when accompanying human rights violations.
- Prohibition of actions that severely impact human rights.
- Avoidance of the production of mercury-contaminated products and environmentally sound treatment of mercury waste.
- Compliance with the ban on prohibited chemicals and environmentally sound waste management.

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Our commitment is integrated into internal policies such as our Code of Conduct, cooperation guidelines with third parties, and sustainability standards for suppliers.

We conduct comprehensive risk assessments in the areas of human rights and the environment to detect and evaluate risks early. Risk assessment within our own business area is carried out by specialized departments. For suppliers, risk analysis takes place on various levels, including country of origin and type of products supplied.

In case of elevated risks concerning human rights or the environment, we take appropriate measures for remediation.

We take immediate action in case of violations of human rights or environmental protection. Our protective measures range from prevention to termination of business relationships, depending on the severity of the violation.

Our commitment also extends to business partners, from whom we expect equivalent standards regarding human rights and environmental protection and establish adequate due diligence measures.

We commit to the continuous improvement of our due diligence processes concerning human rights and the environment.

Our implementation of these principles is regularly reviewed and optimized to ensure that we always meet the highest standards.

#### **Internal complaint mechanism:**

Ferro Duo promotes open and transparent communication. We encourage employees, suppliers, business partners, and other stakeholders to report potential compliance violations or concerns regarding human rights and environmental protection. A special internal channel, **esg@ferroduo.com**, is available for confidential reports, which can be used by anyone, regardless of their position or relationship with Ferro Duo.

#### **Reporting:**

Ferro Duo aims for transparent reporting of our efforts to respect human rights and environmental protection. Regular reports on our activities are published to inform stakeholders about our achievements, progress, and challenges. Our reporting is clear and accessible to make our efforts transparent. Reports are published on our website and document our commitment to responsible business practices, keeping stakeholders informed about our progress.

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## Corporate Policy:

**"Our customers are our partners. They determine the success of our company."**

Market demands are subject to constant change, which is why we must, wherever possible, anticipate developments to stay ahead.

As part of our commitment to continuous improvement in integrated management systems for quality management, occupational health and safety, environmental management, and food safety, we establish the following management principles:

Ferro Duo positions itself clearly in the market:

- Through the use of state-of-the-art technology in all areas of the corporate group.
- By orienting all employees towards the wishes of our customers, supported by a continuous improvement process.
- In the development of forward-thinking products and processes.
- In our contribution to product safety for humans, animals, and the environment.
- Through a corporate policy that ensures product safety for humans, animals, and the environment.

## Environmental Protection and Occupational Safety:

Preserving our natural environment and the foundations of future generations' livelihoods, as well as creating safe and healthy working conditions, are of utmost importance to our corporate group. We aim to take all measures within our power to achieve these goals.

Compliance with and adherence to legal requirements and demands in the areas of occupational safety and environmental protection form the essential basis of our work. This is ensured and developed further through systematic and regular updates of all relevant legal regulations and requirements.

Our employees are the most important partners in all environmental and occupational safety measures. Promoting and fostering environmental and occupational safety awareness among employees determines the business policy in our company.

We will inform, train, and equip all employees to the best of our abilities, allowing them to perform their duties under the best possible working conditions and reducing the environmental impact to the unavoidable minimum.

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We develop solutions adapted to the overall operational situation, aiming at reducing dust, lowering the consumption of auxiliary and operating materials, as well as saving energy and improving efficiency in the company, according to the latest state of the art and continuous improvement.

The potential hazards of our facilities are regularly assessed. We commit to keeping our safety devices and organizational measures up to date to prevent accidents and minimize potential environmental impacts. Our emergency response instruments are activated in case of emergencies.

Each new activity and procedure is assessed in advance regarding its impact on the environment and occupational safety, with the aim of minimizing environmentally harmful emissions and avoiding accidents.

The materials used are carefully and critically examined for their environmental compatibility. We also consider the medium- and long-term effects, up to the final use. Through careful material calculation and procurement planning, we aim to align material usage as closely as possible with actual consumption.

We involve our suppliers in adhering to and improving environmental, occupational, and health protection in the company.

We maintain an open information policy towards public concerns and engage in open communication with interested parties, especially various authorities and external control bodies.

### **Food Safety:**

In the context of the food safety system, we are aware of our responsibility for the safety of feed production and feed trading for animals, as well as for consumers of products of animal origin. Feed is a stage in the food production chain, which is why we ensure that the development and implementation of an HACCP system is systematically implemented and adjusted as necessary.

We are also aware that liability may arise due to legal requirements. Through our corporate policy, we ensure that deviations are avoided and harmful consequences for consumers and other production or trade levels are excluded.

### **Employee Satisfaction:**

The qualification, information, and motivation of all employees are fundamental prerequisites for our corporate success. Therefore, it is our concern to inform employees and support them through training in the necessary knowledge and skills.

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Our corporate culture is characterized by open information and goal-oriented cooperation.

The company can only achieve all this if all employees continuously identify with these requirements and understand problems and recognized mistakes as opportunities for innovation and improvement.

On behalf of the entire Ferro Duo team.

October 10th, 2023

Carsten Nass, Authorized Signatory

ESG Team

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