

## QEHS Policy

Heraeus Precious Metals is committed to establishing an effective QEHS culture as well as measures which benefit all our employees, customers, suppliers, communities, immediate surroundings, and the environment.

The basis of this policy is founded on the six values, Customer Focus, Continuous Improvement, Clear Language, Respect, Diversity, Accountability and Responsibility, contained in the Heraeus Precious Metals Guiding Principles.

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### Quality



Our customers' perception of quality is crucial. Our employees know the expectations and requirements of their customers and how these expectations and requirements affect their work. Our leadership supports and encourages their employees to place quality at the center of their actions. Our employees are well informed, qualified and act responsibly. Stable and efficient processes are the key to success. We must understand, control and continuously improve our processes and their interaction to ensure process stability and process efficiency. Our business success is based upon these measures and our QEHS culture, all are equally important and integral parts of our decision-making. Implementing and complying with QEHS requirements is the responsibility of every individual within the supply chain!

Success through quality can only be achieved through collaboration with all stakeholders. We strive for a stable and long-term cooperation with our partners and suppliers

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### Environmental Protection



Environmental protection is a key responsibility at Heraeus. We aim to continuously reduce our environmental impact throughout the entire value chain. By continuously adapting to changing needs and embracing new technology we develop new products and techniques to improve quality, support safe and environmentally sound manufacturing, utilization, and disposal practices.

Sustainability is a key responsibility; a continuous focus area for our efforts on reducing the environmental impact by using natural resources and considering biodiversity more efficiently, lowering emissions and greenhouse gases, saving energy, water, and other consumables, as well as optimizing our transportation processes.

We live in a circular economy and strive to keep precious metals within the supply chain. Therefore, we regularly assess the lifecycle of our products and optimize our services to make that happen.

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### Employee Safety and Health Protection



Occupational safety and preventive health protection throughout the whole value chain is a priority. The duties of our Leadership include identifying, assessing, and eliminating potential hazards to health and safety in all areas of the workplace to prevent work-related injuries and ill health. Where this is not possible, appropriate mitigation measures are implemented for our employees to instill the ideal behavior in dealing with risks. Everyone understands the requirements of the work they perform and follow the instructions. We are committed to integrating health protection, occupational safety, and process safety into our daily routine.

We advocate a strong behavior-based commitment of all employees for health and safety protection which encourages everyone to contribute his / her ideas and suggestions for improvement.

### Continuous Improvement



We are committed to continuously improving the company's QEHS performance by establishing ambitious targets and assessing the results achieved. HPM Leadership is committed to supporting and implementing continuous improvement processes.

We maintain effective management systems in accordance with international normative standards to ensure reliable processes throughout the entire value chain of our products and services.

The Quality of our products, services and business endeavors to exceed the customers' requirements, form the basis for a high degree of customer satisfaction and mutual partnership.

We continuously assess our business activities and implement improvements to benefit people and the environment to enable us to identify and optimize potential.

### Compliance



We are committed to comply with the local and international laws and regulations governing QEHS globally. Management uses a systematic development process which assures compliance with all applicable safety and environmental regulations as well as contractually agreed customer requirements. Heraeus believes that a responsible attitude towards the environment and the safety of our customers, employees and neighbors should not be restricted to merely adequate fulfillment of the pertinent requirements, but reach beyond it.

We continuously inform and educate all stakeholders working at our sites and require them to adhere to all Heraeus QEHS requirements. We draw the attention of our business partners to aspects of environmental protection, preventive health care and occupational safety that are relevant to us.

### Transparent Communication



Clearly formulated objectives and expectations are the basis of a trustful interaction and consultation with our stakeholders as well as the conducive communication of our health, occupational safety, and environmental principles. We are transparent and objective with all our stakeholders and involve them in all necessary processes. This includes employees, representatives, shareholders, business partners, authorities, and the public via appropriate platforms. We particularly focus on informing, educating, and advising our customers about the safe and environmentally compatible possibilities to recycle precious metals.

We establish and promote QEHS principles and standardized procedures to ensure a healthy, safe workplace and an environmentally sound operation.

### Training, Adequacy and Motivating Employees



Our integrated quality management systems are geared towards our strategy, our markets, and our customers. We know and comply with all relevant statutory and regulatory requirements

We encourage and motivate everyone to take ownership through training and effective communication to integrate QEHS concerns and awareness into daily business decisions.

We collaborate in the identification and elimination of environmental health and safety risks at the workplace – every employee is expected to identify and report potential QEHS risks. We actively involve all stakeholders in the improvement of our QEHS principles through supporting proactively contributing ideas and suggestions.

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Date

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