

## QEHS Policy

Heraeus Precious Metals is committed to establishing an effective QEHS culture and measures that benefit all our employees, customers, suppliers, local communities, and the environment.

This document describes our objectives and approach to managing and improving quality, environmental impact (including energy management) and occupational health and safety (QEHS). It also communicates our values and commitment to stakeholders, customers, and employees.

This policy is based on our core values of

- Integrity
- Customer focus
- Clear language & respect
- Diversity
- Continuous improvement
- Ownership
- Responsibility
- Innovation

which are anchored in the Guiding Principles of Heraeus Precious Metals.



### Quality

We meet and exceed our customers' quality requirements. Our employees are aware of these expectations and requirements and know how they affect their work. Our managers support and encourage 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 our success. To ensure this, we continuously understand, master, and improve our processes and their interaction. Our business success, these measures and our QEHS culture are equally important and integral components of our decision-making.

Success through quality can only be achieved through the cooperation of all those involved. The implementation of and compliance with QEHS requirements is the responsibility of everyone within the supply chain. We strive for stable and long-term cooperation with our partners and suppliers.

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## Environmental protection & energy

The protection of our environment is a central task of Heraeus Precious Metals.

Our goal is to continuously reduce our environmental impact along the entire value chain. By continuously adapting to changing needs and utilizing innovative technologies, we develop new products and techniques to improve quality, environmental and energy-related performance and support safe and environmentally sound manufacturing, use and disposal processes. Sustainability is a key responsibility and a constant focus of our efforts. We reduce our environmental impact by using natural resources more efficiently and respecting biodiversity, reducing emissions and greenhouse gases, saving energy, water, and other consumables, and optimizing our transport processes.

We promote a circular economy and keep as much precious metal in circulation as possible.

We therefore regularly evaluate the life cycle of our products and optimize our services to achieve this. This is also reflected in our design activities and our procurement processes, in which we also pay attention to energy efficiency and improving energy-related performance.



## Health and safety of our employees

Occupational safety and preventive health protection have priority in all our company processes. One of our managers' tasks is to identify, assess and eliminate potential health and safety risks in all areas of the workplace to prevent work-related injuries and illnesses. Where this is not possible, appropriate risk reduction measures are taken, and our employees are taught the best way to deal with risks. Everyone understands the requirements of the work performed and follows the instructions. We are committed to integrating health protection, occupational safety, and plant safety into our day-to-day work.

We are committed to a strong behavior-based commitment to health and safety by all employees and encourage everyone to contribute their ideas and suggestions for improvement.



## Continuous improvement

We are committed to continuously improving the company's QEHS performance by setting ambitious targets and evaluating the results achieved. The Heraeus Precious Metals Lead Team is committed to supporting, implementing, and resourcing continuous improvement processes.

We maintain effective management systems in accordance with international normative standards to ensure reliable processes throughout the value chain of our products and services. We strive to exceed our customers' requirements with the quality of our products and services. In this way, we form the basis for a high level of customer satisfaction and mutual partnership. We continuously evaluate our business activities to identify and optimize potential and implement improvements for the benefit of people and the environment.

We review and evaluate our QEHS policy, and all management activities derived from it at regular intervals and adapt them to changing conditions if necessary.



### Compliance

We comply with local and international laws and regulations governing QEHS worldwide. All managers apply a systematic development process that ensures compliance with all applicable safety and environmental regulations as well as contractually agreed customer requirements.

Heraeus Precious Metals is convinced that a responsible approach to the environment and the safety of our customers, employees and neighbors must not be limited to compliance with the relevant requirements but must go beyond this.

We continuously inform and train all parties working at our sites and require them to comply with all Heraeus Precious Metals QEHS requirements. We make our business partners aware of the aspects of environmental protection, preventive health protection and occupational safety that are relevant to us.



### Transparent communication

Clearly formulated goals and expectations are the basis for trustful interaction and coordination with our stakeholders as well as the beneficial communication of our health, safety, and environmental principles. We deal transparently and objectively with all our stakeholders and involve them in all necessary processes. This also includes consulting and involving employees, shareholders, business partners, authorities, and the public via suitable platforms. We pay particular attention to informing, educating, and advising our customers about the safe and environmentally friendly options for recycling precious metals.

We establish and promote QEHS principles and standardized procedures to ensure a healthy and safe workplace and environmentally friendly operations.



### Training, adequacy, and motivation of employees

Our integrated quality management systems are geared towards our strategy, our markets, and our customers. We know and fulfill all relevant legal and regulatory requirements. We encourage and motivate all employees to take responsibility through training and effective communication and to integrate QEHS concerns and awareness into their daily business decisions.

Everyone cooperates in the identification and elimination of environmental, health and safety risks in the workplace - all employees are expected to identify and report potential QEHS risks. We actively involve all stakeholders in improving our QEHS principles by supporting them to proactively contribute ideas and suggestions.