

Corporate Social Responsibility Financial Year 24

This overview regarding Corporate Social Responsibility is based on the management review FY24 of Uzimet b.v.

Provision of information

Uzimet is regularly checked by the Haaglanden environmental agency (ODH), the Dutch Labor Inspectorate, IL&T, DNV (ISO 9001, 14001, 45001 and 50001) and Bureau Veritas (electrical installation). In general, we hear positive remarks regarding the company from all auditors and inspectors. Even by the environmental authority (“I expected worse, but I am positive now”), but also by other visitors remarks are made concerning the tidiness in the factory and the progress made, whether or not compared to similar companies.

We experience to be more proactive towards inspections and audits, to which the shift of ISO audits from June to October contributed. All reporting was done within the set time limits, findings have been resolved and there were no impediments in business operations imposed.

Human rights

The sales area is still Western Europe (The Netherlands, Belgium and France) where no human right violations are expected.

The Calder Code of Conduct prohibits violations of the competition law, no violations were reported in FY24.

Discussing the origin of used lead during the purchasing process turned out to be not possible, also not with assistance from partnership Metaal Convenant. Because we purchase the lead from the area north of Paris, Belgium and the Netherlands, we assume that work has been carried out in accordance with acceptable working conditions (according to basic principle Metaal Convenant).

Labour

Uzimet does not yet have an employee representation yet (still less than 40 FTE), but on the latest staff meeting enough colleagues registered with interest to set up one. This will be worked out in FY25. The other staff meeting was held December 23. The status of the Transformation themes was explained in both meetings, during the meeting in June the availability of the management review as soon as possible was communicated.

Under the note that due to the health risks of lead there are no women in Uzimet's production process and, also because of health risks from lead, no young people under the age of 18 are allowed in the factory, Uzimet has an inclusive workforce.

Paragraph 13 of the document 'Calder Code of conduct' prohibits harassment, bullying or discrimination” against any employee, on page 3 and further is how to act on and report violations. No incidents of discrimination or aggression have been reported during FY24.

Uzimet follows the Collective Labor Agreement Metalektro and communicates changes to it on an information board in the staff canteen and in staff meetings.

Environmental

Uzimet is still waiting on a proposal by the environmental agency ODH to update the

environmental permit, started by ODH due to new BAT conclusions for foundries (2016). A delay because of the new environmental law was already reported twice; however, no date was given for a proposal. The same goes for the energy savings obligation, although a request for a meeting in September 2024 was received recently.

Since October 2023 a project group 'Energy strategy' is studying on the possibilities to reduce CO₂ emission according to the goals set by the government. The focus is on the melting and refining process since this, including the emission process, is accountable for the bulk of our CO₂ emission. The lack of a reliable simulation is a problem, there are several external contacts to gain more insight into this.

In FY24 we managed to increase our electrical capacity from 618 to 1500 kW (maximum our transformers can deliver) to avoid a congestion problem in the future.

Uzimet aims to improve the Life Cycle Assessment with data of trucks supplying used lead. A tool to check if they have a Euro6 engine is available.

Fighting corruption

The paragraphs 2 to 9 of the Calder Code of Conduct are important for combating corruption. No cases of corruption were reported during FY24.

Consumer interests

A revision of the CLP-regulation for lead made it necessary to decide on the issue of 'substance/mixture or article' on Uzimets lead products according to Reach. With the help of an expert, it was decided that only the semi-finished products are seen as substance/mixture, Uzimets products for customers are considered articles. Safety data sheets are available for semi-finished products now, an instruction on products for customers will be developed and distributed to customers soon. Regarding a decision on the classification of UN3077 because of H410 (very toxic to aquatic life), ILA has submitted a paper which is followed up in their regular meetings which Uzimet attends.

Science and technology

In our transformation themes we are setting ourselves the goal to let technology work for us. The target of a transformation theme is to inspire, enthuse and give direction to the desired developments. Last year we started to work on BIG DATA. By creating more insight in our data by using **power BI**, we have better knowledge of the subject to improve in. In the past year we have built numerous interactive dashboards to support our operational and strategic decisions. Next to that we have continued our work on an online Management System. Finally, we have implemented a new PLC to heat up our melting- and refining kettle. This PLC is based on new ideas to reduce energy consumption.

Competition

Paragraph 9 of the Calder Code of Conduct prohibits violations of the competition law. No violations were reported.

Taxes

Taxes were paid in accordance with the applicable rules, this concerns in particular payroll taxes, VAT and an income tax statement. The administration of Uzimet is such designed so that

accountability to all relevant parties is automated, or through standard reporting can take place. The financial administration and the group figures and statutory report are audited and reviewed annually by our accountant Mazars. The tax return related to income tax is done together with our tax advisor. The bank who supplies external financing also carries out audits. Business activities are also reported to Statistic Netherlands.