

 <p>Recycling. Resources. Responsibility.</p> <p>Member of CHIHO Environmental Group</p>	<h2>Management hand book</h2> <hr/> <h3>Corporate policy</h3>	<p>Chapter: 3</p> <p>Revision: 6</p> <p>Date: 10.01.2023</p> <p>Page: Page 1 of 5</p>
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The corporate policy is created based on the context of the organisation in order to meet the expectations of the stakeholders.

It is reviewed annually for appropriateness and adapted if necessary.

3.1. Sustainability

Sustainability is an integral part of SCHOLZ's corporate strategy and sustainable management is established as a corporate target at company level. Environmental protection and sustainability are important components of our corporate policy. In order to implement these goals, the company has an integrated management system in place, and both our employees and our suppliers and service providers are committed to this system. SCHOLZ generates a double benefit with resource-efficient solutions, plants and components for the production of secondary raw materials and research into new environmental technologies:

- Benefits for society, as products can be used to protect the environment and improve living conditions.
- Benefit for the own company, as it can open up attractive markets and so grow profitably.

Climate change and resource shortages are a challenge for society. Innovative technical solutions help protect the climate and resources. We are working to reduce emissions in our value chain and in recycling technologies. Energy efficiency is a key factor in this process. Thereby we contribute significantly to the avoidance of climate gases through our services and save considerable amounts of primary resources. The sustainable use of water is an important matter for us.

We always give priority to safety. We focus on prevention in order to plan and operate safe plants and processes and to transport, handle and store our products safely. We prevent dangers by means of integral preventive measures.

Our employees are the decisive factor in achieving sustainability goals. Our aspiration for our employees is to be highly competent in management processes, technology and risk assessment.

3.2. Environment

An environmentally friendly and efficient way of working are essential goals for SCHOLZ. With our service profile, raw material recovery, we represent an important link in the value chain of the material economic cycle. Through the regulated collection and processing of waste and scrap, we make a

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significant contribution to the conservation of limited raw material and energy resources. In our company, the principle "recycle waste before disposing of waste" is part of our corporate philosophy.

We are aware of the importance of environmentally friendly process technologies and procedures in an industry where critical substances have to be handled. With our environmental policy, we therefore commit ourselves not only to comply with all environmentally relevant laws, regulations and official requirements, but also to continuously and systematically improve the company's environmental protection.

We want to avoid environmental pollution by acting with foresight and thus minimise the hazards for all objects of protection, especially people. By means of various structural, procedural and organisational measures, the effects of the treatment and production processes on soil, water, air and other environmental media are kept as low as possible. Compliance with legal limits is regularly monitored and documented where required. By constantly monitoring all our activities and processes, we try to minimise negative environmental impacts, reduce energy consumption and optimise the use of resources.

For us, it is important to make every employee aware of the impact of his or her actions on the environment. Leaders promote this sense of responsibility at all levels. Since environmentally conscious conduct not only contributes to conserving resources or saving energy, but it also influences the quality of life of each individual.

3.3. Energy

We want to make a contribution to resource conservation and climate protection through our energy management system.

We work with modern, efficient recycling processes and always endeavour to equip our facilities with future-oriented technical equipment and vehicles. We are aware the energy balance is also influenced by the waste management activities carried out by our company, such as the collection, transport and handling of scrap. We therefore attach great importance to determining our energy consumption and our energy indicators and to continuously monitoring and reducing the associated CO₂ emissions in a sustainable manner and in compliance with the statutory requirements. Our energy consumption is systematically measured, recorded and monitored. We regularly carry out energy analyses of our main energy consumers and related work processes and activities, evaluate them and consequently identify potential energy savings. This is done on the basis of our strategic and operational energy targets, integrated in the action plan and scaled down to the individual sites. The organisation is committed to providing sufficient information and resources within the scope of economic possibilities. When new

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equipment and its accessories are purchased, energy efficiency is naturally taken into account as an important criterion in the decision-making process. In our company, the participation of all employees and service providers is an important part of the energy management system. Our energy policy covers all areas in the company, all activities and procedures, ensuring the continuous improvement of energy-related performance.

3.4. Occupational health and safety

Occupational safety and health protection of our employees, temporary workers, suppliers, customers and subcontractors working within the scope of our business activities are more than a legal obligation for us. Our target is to create and continuously improve working conditions where our employees, temporary workers, suppliers, customers and subcontractors remain healthy and where workplace-related illnesses and accidents are prevented as far as possible, based on the joint responsibility of all parties involved. For us, it is a matter of course to comply with all legal and other requirements in the area of occupational health and safety. In addition, the interests of the employees or their representatives are taken into account by involving them at the appropriate point.

Aspects of occupational health and safety are recorded and taken into account as early as possible in the investment project phase. We regularly evaluate our performance in occupational health and safety through the targeted evaluation of accidents, illnesses and dangerous situations. We initiate all necessary measures to further increase safety in our companies. We provide all possible resources to minimise the impact of possible accidents or emergencies on the health and integrity of our own employees, the neighbourhood and the general public. We are committed to inform all contractors and visitors of the internal health and safety requirements and to ensure that the relevant regulations are implemented by them.

During the preparation of risk assessments, possible hazards are identified, the hazard potential is determined and the accident or health risk is minimised by taking appropriate protective measures. Hazard assessments are reviewed regularly and on an ad hoc basis adjusted if necessary.

SCHOLZ complies with the prescribed regular instructions for the affected groups of people and if necessary intensifies as well as records these instructions.

3.5. Quality

Our aim is to exceed the ever-increasing quality expectations of our customers. We can only develop successfully as a company if our customers are fully convinced of our services and products.

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The base of the quality of our material is reliable suppliers in the composition and quality of consistent scrap deliveries. This is guaranteed by a consistent systematic supplier selection and assessment.

By using our modern plant park of stationary and mobile recycling technology and in connection with our efficient operational processes, the prepared quality scrap is returned to the economic cycle as qualitatively impeccable and sorted secondary raw materials - in a resource-saving and environmentally friendly manner.

We want to improve the quality of our quality scrap and customer-oriented services continuously and permanently eliminate the causes of defects.

Well-trained, informed and motivated employees are the basis for the economic success of our company. We improve the performance potential of our employees through targeted training and instruction.

Our process descriptions form the basis for these activities. They are subject to the continuous improvement and further development process.

3.6. Corporate culture

3.6.1. General

SCHOLZ is responsible towards all employees. It respects the personality of each employee. Excellent employee performance is a requirement for our corporate success. SCHOLZ will promote such talents who contribute to the sustainable success of the group of companies through professional and social competence. We put a special focus on recruiting young talent and further training and are committed to strengthening the attractiveness of the regions at our locations.

SCHOLZ is committed to complying with the relevant occupational health and safety laws for the benefit of its employees. Above all, this includes legal regulations on working hours and the observance of break times.

We respect and observe human rights within our sphere of influence and are expressly committed to the abolition of all forms of forced and child labour.

SCHOLZ commits itself not to tolerate bribery, corruption and money laundering and undertakes to forward this commitment to subcontractors as well. The employees are also obliged to do so in regular compliance training courses.

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Commitment to the public interest is of great importance to SCHOLZ. Therefore, we support local projects, association work and other charitable institutions.

3.6.2. Prohibition of discrimination

SCHOLZ does not tolerate discrimination within the corporate group. Respect for each person as an individual and thereby appreciative interaction with each other, characterised by loyalty, mutual understanding, openness and fairness, leads to employees who are willing to perform and are satisfied. All employees are treated equally by their superiors as well as by their colleagues, regardless of their ethnicity, skin colour, gender, religion, national and social origin, personal circumstances, state of health or age. Every employee is given equal opportunities, hiring, performance-based compensation and terms and conditions of employment. Access to training and career advancement are based strictly on the requirements of the job.