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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 regularly reviewed for its suitability and appropriateness and adjusted if necessary.

### 3.1 Sustainability

Sustainability is an integral part of SCHOLZ's corporate strategy and sustainable management is anchored as a corporate objective at company level. Environmental protection and sustainability are important components of our corporate policy. To realise these goals, the company has an integrated management system to which both our employees and our suppliers and service providers are committed. With resource-efficient solutions, systems and components for the production of secondary raw materials and research into new environmental technologies, SCHOLZ generates a twofold benefit: • Benefits for society, which can use the products to protect the environment and improve living conditions. • Benefits for the company itself, as it can tap into attractive markets and thus grow profitably. Climate change and resource scarcity are a social challenge. The management is committed to complying with and fulfilling the requirements of climate and resource protection and provides the necessary resources for this. Innovative technical solutions help to protect the climate and conserve resources. We are working to minimise emissions in our value chain and in recycling technologies. Energy efficiency is of central importance here. Through our services, we make a significant contribution to avoiding greenhouse gases and considerable amounts of primary resources. The sustainable use of water is an important concern for us. We always prioritise safety. We focus on prevention in order to plan and operate safe systems and processes and to transport, handle and store our materials safely. We avert dangers through integral preventive measures. Our employees are the decisive factor in achieving sustainability goals. Our aim is for our employees to have a high level of expertise in management processes, technology and risk assessment.

### 3.2 Environment

Environmentally friendly and efficient work are key objectives for SCHOLZ. With our service profile, the recovery of raw materials, we are 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 significant contribution to the conservation of finite raw material and energy resources. In our company, the principle of "waste recycling before waste disposal" is part of our corporate philosophy. We are aware that in an industry in which critical substances have to be handled, environmentally friendly processes and procedures are important. With our environmental policy, we are therefore not only committed to complying with all environmentally relevant laws, regulations and official requirements, but also endeavour to continuously and systematically improve operational environmental protection. By acting with foresight, environmental pollution is to be avoided and thus the risks to all protected goods, especially humans, minimised. Various structural, procedural and organisational measures are used to minimise the impact of treatment and production processes on soil, water, air and other environmental media. Compliance with legal limits is regularly monitored and documented where required. By constantly reviewing all our activities and processes, we

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try to minimise negative environmental impacts, reduce energy consumption and optimise the use of resources. It is important to us that every employee is made aware of the impact of their actions on the environment. Managers promote this sense of responsibility at all levels. After all, environmentally conscious behaviour not only helps to conserve resources and save energy, it also influences the quality of life of each individual.

### 3.3 Energy

We want our energy management system to make a contribution to conserving resources and protecting the climate. We work with modern, efficient recycling processes and always endeavour to equip our facilities with future-oriented technical systems and vehicles. We are aware that the energy balance is also influenced by the waste management activities carried out by our company, such as the collection, transport and treatment of scrap. We therefore attach great importance to determining our energy consumption and our energy indicators and continuously monitoring and reducing the associated CO<sub>2</sub> emissions far as possible in a sustainable manner and in compliance with the statutory requirements. Our energy consumption is systematically measured, recorded and monitored. Regular energy analyses of our main energy consumers and associated work processes and activities are carried out, evaluated and potential energy savings identified. This is done on the basis of our strategic and operational Energy targets, which are defined in the action plan and broken down to the operating sites accordingly. The organisation undertakes to provide sufficient information and resources within the scope of economic possibilities. When purchasing new systems and their accessories, energy efficiency is naturally taken into account as an important criterion in the decision-making process. In our company, the co-operation of all employees and service providers is an important part of the energy management system. Our energy policy extends to all areas of the company, all activities and processes to ensure the continuous improvement of energy-related performance.

### 3.4 Occupational health and safety

Occupational health and safety for our employees, temporary workers, suppliers, customers and subcontractors involved in our business activities is more than just a legal obligation for us. Our aim is to create and continuously improve working conditions under which our employees, temporary workers, suppliers, customers and subcontractors remain healthy and workplace-related illnesses and accidents are excluded as far as possible, as a joint responsibility of all those involved. By regularly reviewing the risk assessments for the latest findings and innovations, we have the opportunity to continually review and adapt the protective measures. This ensures that the protection of all persons is constantly improved based on the latest findings. It is a matter of course for us to comply with all legal and other requirements in the area of occupational health and safety. We do this by receiving monthly information on current legal changes from an external service provider. The new findings resulting from the changes are analysed by the relevant managers and incorporated into the internal guidelines. In addition, the interests of employees and their representatives taken into account by involving them at the appropriate point, for example through regular meetings. Aspects of occupational health and safety are recorded and taken into account

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at the earliest possible stage of investment projects. We regularly evaluate our occupational health and safety performance by specifically analysing accidents, illnesses and hazardous 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 safety of our own employees, the neighbourhood and the general public. By evaluating the root cause analyses of accidents, current key issues can be identified and measures developed to prevent them in the future. We to inform all external companies and visitors about the internal health and safety requirements and to ensure that the relevant regulations are implemented by them. As part of the risk assessments, possible hazards are identified, the hazard potential is determined and the accident and health risk is minimised by appropriate protective measures are minimised. This is essential to ensure that employees can carry out the relevant activities safely. Through the aforementioned regular review of the risk assessments, according to the latest findings or as required, the protective measures for employees are constantly updated and improved. SCHOLZ complies with the prescribed regular instructions for the groups of persons concerned and intensifies and documents them where necessary.


### 3.5 Quality

Our aim is to exceed the ever-increasing quality expectations of our customers. The company can only develop successfully if our customers are fully convinced of our services and products. Reliable suppliers in terms of the composition and quality of consistent scrap deliveries are the basis for the quality of our material. This is ensured through consistent, systematic supplier selection and assessment. With the help of our modern fleet of stationary and mobile recycling technology and in conjunction with our efficient operational processes, the processed quality scrap is fed back into the economic cycle as qualitatively flawless and sorted secondary raw materials - in a resource-saving and environmentally friendly manner. We want to constantly improve the quality of our quality scrap and customer-orientated services and permanently eliminate the causes of faults. 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 this. These are subject to the continuous improvement and further development process.

### 3.6 Corporate culture

#### 3.6.1 General

SCHOLZ bears responsibility towards all employees. It respects the personality of every employee. Outstanding employee performance is a prerequisite for our corporate success. SCHOLZ will promote talented individuals who contribute to the sustainable success of the Group through their professional and social skills. We place particular emphasis on the recruitment of young talent and further training and are committed to strengthening the attractiveness of the regions at our locations. SCHOLZ undertakes to observe the relevant labour protection laws for the benefit of its employees. This includes, in particular, statutory regulations on working hours and compliance with break times. We respect and uphold human rights within our sphere of influence and are expressly committed to the abolition of all forms of forced and

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child labour. SCHOLZ undertakes not to tolerate bribery, corruption or money laundering and undertakes to pass this obligation on to subcontractors. Employees are also required to attend regular compliance training sessions. Community involvement is of great importance to SCHOLZ. That's why we support local projects, organisations and other charitable institutions.

### 3.6.2 Prohibition of discrimination

SCHOLZ does not tolerate discrimination within the group of companies. Respect for each individual as an individual and thus respectful interaction with each other, which characterised by loyalty, mutual understanding, openness and fairness, leads to motivated and satisfied employees. All employees are treated equally by both their superiors and their colleagues, regardless of their ethnicity, skin colour, gender, religion, national and social origin, personal circumstancesstate of health or age. Every employee receives the same opportunities, recruitment, performance-related remuneration and employment conditions. Access to training and professional development is based exclusively on the requirements of the respective job.