

## Sustainable Sourcing Policy Standards for Hüttenes-Albertus (HA) Group

Version: December 2021

As a globally active and successful family business with a tradition going back over a hundred years, HA recognises its core responsibility towards society and the environment. In all our business operations, we strive to achieve the inseparable twin goals of economic success and social responsibility. HA's core values are anchored in the guiding principles of acting responsibly and ethically towards employees, business partners, society, and the environment.

It is the sustainable sourcing policy of HA Group to identify and manage the environmental, social, and economic impacts within our supply chain. We are committed to:

- Abide by all applicable laws and regulations and acceptance of following requirements and of our "Supplier Code of Conduct" is an essential prerequisite for any supplier wishing to work with us,
- Refer internationally recognized standards like International Labour Organization (ILO), U.N. Global Compact, etc. to ensure fair working conditions and labour and human rights
- Environmental protection, health and safety – process safety excellence – throughout our operations, both to fulfil our social and legal responsibilities and to build the value of our business,
- Integrate HA's fundamental values throughout all affiliates in order to promote compliance with the principles of Code of Conduct for HA Group and to respect the principles of non-discrimination in the selection and treatment of suppliers,
- Ensure that all prospective and existing suppliers are provided with and informed about our Suppliers Code of Conduct (Standards for Hüttenes-Albertus (HA) Suppliers and Contractors),
- Establish a process to identify potential sustainability risks in our supply chain and develop a segmented approach to managing those risks,
- Encourage suppliers to adopt a best practice approach to environmental, health & safety, human rights & labour policies, business ethics and community issues,
- Encourage suppliers to proactively propose innovative solutions to help the company achieve its sustainable development objectives.

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