

Due Diligence report MVO/CSR

FY 2022-2023

Provision of information

Uzimet is regularly being 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). For the audit of the annual accounts information, that is provided by Mazars, the external financier also carries out audits. Business activities are also reported to Statistic Netherlands (CBS). 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 mainly Western Europe (The Netherlands, Belgium and France) where no human right violations are expected. Due to competition it's hard to obtain information about the origin of used lead. In the upcoming period this will be tried again in direct contact when discussing purchase.

Labour

In 2022 a project group 'Lead' started with the aim of committing staff to limiting exposure to lead dust. The Smelter, Production and Technical Services are represented in this working group, which is led by the HSEQ Manager.

Despite insistence Uzimet does not yet have an employee representation, since the workforce is still less than 40FTE that chance is not great either. That is why the management invites all employees at least twice a year for a meeting. During 2022, meetings were held on July 1st and December 23rd. In addition to regular topics such as "company results" and "new targets", the new mission and vision (July) and the Calder code of conduct (December) were explained. Employees from all departments have contributed to the renewed mission and vision.

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 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 on how to act on and report violations. No incidents of discrimination have been reported during FY23, one incident of verbal aggression was effectively handled by the Operations Director.

Uzimet follows the Collective Labor Agreement (CAO) Metalektro and communicates changes to it on an information board in the personnel canteen.

Environmental

Environmental management is an integral part of the management system which is, among other things, certified according to ISO 14001. Certification for energy management (ISO 50001) was realized in June 2022.

An update of the environmental permit is started by the environmental agency due to new BAT conclusions for IPPC installations (June 2016). Information was provided by Uzimet December 2022, a date for a response from ODH is unknown.

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 FY23.

Consumer interests

Lead products are not supplied to consumers by Uzimet, if applicable Safety Data Sheets are available.

Science and technology

In our transformation theme "LEAD me ONline" 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. After a year where we took a big step in digitizing our administrative processes to make these more efficient and able to perform from other places than Uzimet, we decided last year to work on BIG DATA. By creating more insight in our data by using an interactive tool to visualize data, we have gained better knowledge of the subject to improve in. Next to that, we can measure the effects of the improvement much better. To improve the findability of the Management System including its documents & processes, we have started to implement this in SharePoint and by this make use of the technology provided within Microsoft SharePoint.

Competition

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

Taxes

Taxes are 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 is audited and reviewed annually by our accountants. The tax return related to income tax is done together with our tax advisor.

CSR targets upcoming FY:

- discuss the origin of used lead during the purchasing process;
- inventoried the use of engines complying to the Euro6 emission standard for transport of used lead to Uzimet.