



Policy Statement on the Human Rights Strategy of the Quarzwerke Group

I. Commitment and mission of the management

In its 140 years of tradition as an owner-run family business, the Quarzwerke Group has always placed a high priority on sustainable management and responsibility for the environment, staff members and the community. The Group commits to these values in both its mission statement and its code of conduct, as well as to fair business practices and ethical and legal standards.

These standards include, in particular, international conventions to protect and ensure respect for human rights, to ban child, slave or forced labour, to prohibit discrimination and ensure that employee rights are respected, such as

- the United Nations Universal Declaration of Human Rights
- the Conventions and Recommendations of the International Labour Organisation (ILO) on Labour and Social Standards
- the Principles of the United Nations Global Compact
- the Charter of Fundamental Rights of the European Union

The management of the Quarzwerke Group requires all staff members to strictly observe and uphold these ethical principles in their work. The Quarzwerke Group expects all business partners to follow suit in their own field of business as well as in their business environment.

II. Sector and company-specific risks

The Quarzwerke Group assesses sector and company-specific risks both in its own field of business and among its suppliers.

1. Own field of business

The Quarzwerke Group's sites within the EU must already meet the high standards of environmental and occupational health and safety legislation. Compliance with these standards is constantly monitored by the supervisory authorities.

Works councils or similar bodies representing workers protect the interests of employees. Adequate wages are paid, mostly based on collective agreements. The requirements for human and employee rights are also respected at sites outside the EU. The divisional organisational structure of the Group ensures that the management is informed at all times about conditions at all plants inside and outside the EU and that high human rights and environmental standards are met everywhere.



2. Suppliers

The Quarzwerke Group's suppliers come from many different industries such as energy supply, machinery and plant engineering, chemicals and mining. These suppliers run the gamut of company sizes. Within the jurisdiction of the Supply Chain Due Diligence Act, the vast majority of these suppliers are based in Germany or the EU, so that there are no recognisable country-specific risks. In addition, most of the goods we purchase are standard products that are used in a great many industries. In this respect, there are no specific discernible risks that would be typical of the industry either. Whenever we source mineral raw materials (mining products) from suppliers in non-EU countries, we subject the suppliers to a special risk assessment.

III. Measures and responsibilities

Compliance with human rights and environmental standards in our own field of business is the responsibility of the management team, which delegates this responsibility to lower tiers of management. Assisted by the Group's compliance officer and the internal audit department, the management team monitors whether these standards are being met within the management levels and within the company.

Suppliers are obliged to comply with the Group's Supplier Charter by means of its integration in the general purchase terms and conditions. This Supplier Charter requires all of the Group's suppliers to comply with high environmental and human rights standards themselves as well as to ensure that they are being met in their own supply chains.

Moreover, all suppliers are subjected to systematic risk assessments at regular intervals or as warranted. If risks are identified by this assessment or due to other indications, a detailed agreement is concluded with these suppliers on compliance with human rights and environmental standards, which may also include sanctions for breaches of contract. In addition, suppliers that could pose a risk must undergo audits - where possible and appropriate.

The Group's central purchasing department is responsible for analysing the risks and implementing the prescribed measures. It uses reliable and efficient software for the risk analysis. The risk analysis process is reviewed and monitored by the Group's compliance officer.

IV. Communication

The Quarzwerke Group's commitment to high human rights and environmental standards as well as its social responsibility is set out in its mission statement and code of conduct, which are published on the Internet and elsewhere. Within the company, these standards are communicated through staff training measures. The expectation that suppliers comply with these standards and ensure that they are met is stipulated in the Supplier Charter, which is forwarded to all suppliers and is also published on the Internet.

Information on violations of the aforementioned standards can be passed on to the company externally or internally on a dedicated hotline. Staff members also have access to a separate "confidential hotline" for such purposes.



Frechen, 15 September 2023

Quarwerke Gesellschaft mit beschränkter Haftung

The Board of Management