

METALLCAST's human rights policy

Scope:

This policy is developed and applied to communicate to all employees and partners of **METALLCAST** the respect for and necessity of adhering to human rights in accordance with the Universal Declaration of Human Rights of the United Nations (UN), the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles, and the UN Global Compact.

The UN Guiding Principles on Business and Human Rights outline the requirements for all companies to respect human rights above and beyond compliance with national laws and regulations. Our Human Rights Policy clearly articulates the fundamental elements of **METALLCAST's** approach and how we fulfill our commitment to respect human rights. The provisions of this Policy align with the UN Sustainable Development Goals, as well as other Codes of Conduct, programs, and policies of the Company

Responsibility for Policy Implementation

The managers of each division of **METALLCAST** bear overall responsibility for the implementation and adherence to the provisions of the Policy, its compliance with legal and ethical obligations and principles.

The Legal Department and the Human Resources Department of **METALLCAST** are responsible for the implementation of the Policy, oversight of compliance with the provisions of the Policy by employees at all levels, its effectiveness, risk assessment, and for addressing any inquiries regarding its interpretation.

Department heads are vested with the legal authority to implement the principles of the Policy.

Who must comply with the Policy

This Policy applies to all employees of **METALLCAST**, third-party representatives, and business partners or any other individuals associated with Metalkast or acting on its behalf, regardless of location.

METALLCAST's approach and commitment

Our approach is based on raising awareness of human rights, building capacity, and facilitating dialogue among stakeholders.

The Company expects that every leader will be a strong example of integrity and promote an ethical culture that respects the dignity and equality of all people.

METALLCAST conducts human rights due diligence to identify, prevent, and mitigate risks and impacts on human rights in our business.

We regularly review our key human rights risks. We strive to build strong and trusting relationships in the communities where the Company operates, paying attention to the rights of vulnerable groups who may be affected by our activities.

We aim to investigate and resolve complaints or claims on-site. The grievance processes are designed to be lawful, fair, transparent, rights-compatible, and based on engagement and dialogue.

The Company does not tolerate any forms of punishment, disciplinary measures, or retaliation against anyone for speaking out or cooperating with an investigation

We apply a due diligence process for metals and minerals in the supply chain in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains.

Our standards for suppliers detail our expectations regarding our suppliers and the process for assessing their business practices.

We investigate incidents of human rights violations to understand the causes and contributing factors, take corrective actions to prevent their recurrence.

We strive to avoid causing or contributing to adverse impacts on human rights.

Workplace

At **METALLCAST**, we respect the dignity and human rights of employees and business partners, as well as all others who may be affected by the Company's activities.

METALLCAST expects our business partners to share our commitment and to use their business relationships to promote human rights.

Inclusivity and diversity are important and integral parts of our business. At **METALLCAST**, we respect and value every employee and create a fair,

favorable, and inclusive working environment where people with diverse experiences and perspectives can develop and realize their potential.

The Company prohibits unlawful discrimination on any grounds. We do not tolerate any forms of harassment or behavior that is abusive or demeaning. The Company recognizes and supports the right of our employees and contractors to a safe workplace. We identify, assess, and control health and safety hazards in the workplace and strive to provide a work environment free from fatalities and injuries.

We respect our employees' right to freedom of assembly and the right to engage in collective bargaining, and we support transparent labor relations based on cooperation.

We do not use or support child labor, any other form of forced, compulsory, or indentured labor, human trafficking, or any other form of slavery. **METALLCAST** promotes fair employment practices, where every job is voluntary and fairly compensated **METALLCAST** respects the rights, interests, and aspirations of the communities with which we work and conduct our activities.

We support, implement, and promote voluntary principles of safety and human rights.

The Company does not participate in financing conflicts either directly or through the supply chain, complies with relevant UN sanctions, resolutions, and laws.

We recognize the important role that human rights defenders play in upholding the rule of law, as well as their particular vulnerability to abuses. We strive to engage with them in all situations and respect their rights.

We understand the detrimental impact of corruption on the ability of communities, regions, and nations to fully realize rights and benefits. The Company supports efforts to combat corruption, including through its programs, policies, and compliance with all legal norms.

Feedback

Each manager and employee of Metalkast is responsible for fulfilling their commitments. We expect our employees and contractors to speak openly and express concerns about potential violations of programs, codes, statutes of the Company, and this Policy to their direct supervisor, the Human Resources Department, or through other available reporting channels.

The Company takes violations and reports of them seriously and does everything possible for their immediate investigation and resolution.

At Metalkast, there is a principle of zero tolerance for retaliation against anyone who speaks openly about behavior they consider unethical or inconsistent with our programs, Codes, statutes, and policies, even if the report is not substantiated, provided that such a report was not knowingly false.

Consequences of Violations

Our Policy supports the values of Metalkast and is developed with consideration of other programs, Codes, charters, and policies of the Company and reflects what is important to us.

Any violations of the Policy at Metalkast are taken seriously and responsibly. Depending on the severity of the violation, consequences may range from a warning to the application of disciplinary measures and/or liability in accordance with the law.