

# POLICY STATEMENT

Molymet Belgium, as part of the Molymet group, supplies the European market with metallurgical molybdenum containing products.

Molymet Belgium is committed towards quality, safety & health, environment and operational excellence through their know-how, the development of their employees and the use of world class technology.

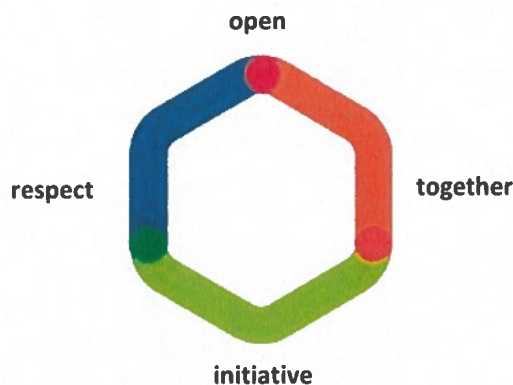
In addition we aim to value proposition for the different stakeholders:

- Our employees, with whom we want to work together to continue to provide healthy and safe working conditions.
- Our customers, who we see as long-term strategic partners and for whom we want to be a reliable and flexible partner.
- Our suppliers of goods and services, which are essential for a good quality of our end products.
- Our neighbors, we actively follow up to ensure that they are not affected by our activities.
- The authorities, with whom we communicate openly and participate actively in preparation and implementation of new legislation.

## Purpose:

We generate value for the advancement of humanity through products developed by people who believe in the wellbeing of our planet.

Important values for Molymet Belgium are:



## QUALITY

Molymet Belgium processes molybdenum ore through tolling as well as purchase and sale of material, targeting the establishment of long term relationships with our suppliers and customers.

Molymet Belgium has to be the preferred European partner for its suppliers and customers through cost leadership, quality and reliability.

The management commits to guarantee processes according to the requirements of ISO 9001, CE-marking, all other applicable requirements and to improve continuously the efficiency of the system.

## ENVIRONMENT

Care for the environment and the climate is a fundamental part of Molymet Belgium's operations.

To ensure environmental care, Molymet Belgium will:

- comply with the legal environmental and energy requirements and the requirements subscribed by Molymet Belgium;
- maintain an open communication with the stakeholders;
- implement an environmental and energy management system complying with the requirements of ISO 14001.

To realize this policy, Molymet Belgium will:

- work on the continuous improvement of the environmental and climate impact;
- implement a system to follow up the environmental and energy performance indicators and objectives to improve continuously;
- implement the best available technologies for the production of metallurgical molybdenum containing products.

Molymet Belgium can only be successful in the longterm if its activities remain accepted by the stakeholders, so a sustainable balance is maintained with the environment. Therefore, all employees need to commit with the above mentioned principles in their day-to-day operations.

## SAFETY & HEALTH

Care for safety and health is also a fundamental part of Molymet Belgium's operations. This assumes a proactive attitude with regard to the risks in the workplace and a safe working environment.

Molymet Belgium commits to continuous improvement of well-being and therefore wants to realize the following objectives:

- comply with health and safety legislation and the requirements subscribed by Molymet Belgium;
- take all possible measurements to prevent accidents, illness and incidents;
- maintain an open communication with stakeholders;
- implement a safety management system complying with the requirements of ISO 45001.

To achieve these objectives Molymet Belgium will:

- systematically identify and manage risks;
- set measurable objectives and targets to improve continuously;
- open communication with all employees by raising awareness, mutual consultation and participation.

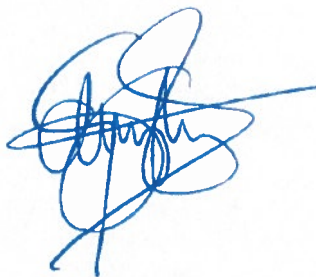
Molymet Belgium commits to pursue a safe and healthy working environment. All employees of Molymet Belgium comply with the agreements and procedures relating to safety and health.

## CORPORATE SOCIAL RESPONSIBILITY

Our Corporate Social Responsibility (CSR) policy refers to the responsibility we take towards our environment and all our stakeholders. Our goal is to produce valuable products for mankind while having the lowest possible impact on our environment. To achieve this, efforts are made at every level by Molymet Belgium.

Our company's social responsibility can be divided into two categories: compliance and proactivity. Proactivity is any initiative to comply with all human rights, help the community and protect our natural environment.

- Our company will comply and follow applicable regulations, ensure that all its business activities are legitimate and conduct all collaborations openly and transparently.
- We will always conduct business with respect for human rights. We promote health and safety, anti-discrimination and anti-inequality, respect for all, anti-bribery and anti-corruption practices.
- Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is one of our priorities. We always follow the cleanest techniques when processing waste and using chemicals. Here, we focus on maximum recycling of our waste materials, saving energy and using renewable energy, reusing as much water as possible and keeping our emissions as low as possible.
- We ensure that we do not risk the health and safety of our employees and the community, encourage diversity and inclusion in the workplace, provide equal opportunities and fair labour practices, comply with human rights law.
- Our company tries to invest an annual amount in our community in the following ways: supporting local community events, supporting events for people with disabilities, supporting charities, organising end-of-year works for local schools and organising internships and tours as part of group works.
- Our company is committed to a project to place green zones for buffering industry in the neighbourhood of local residents and farmers.
- We will actively invest in R&D. We are open to suggestions and listen attentively to ideas. Our company will try to continuously improve the way it works.



Godfried Van Schuylenbergh  
General Manager