

SPEIRA RECYCLING SERVICES GERMANY GMBH POLICY

Meeting our customers' needs and expectations and complying with health, safety, environmental and energy requirements are principles of Speira Recycling Services Germany GmbH. Based on the safe operation of our plants and processes, we aim to create a working environment which motivates all employees to achieve injury free workplaces, to prevent impairment of the environment and to continuously improve the quality of our products and services as well as our productivity. Through these principles, we work towards our vision of being the market leader in aluminium recycling in Europe.

Health, occupational and technical safety, and environment

We want to be a benchmark company on health, occupational and technical safety, and environmental protection within our industry. Our global Corporate HSE Policy defines our ambition to provide safe and healthy working conditions. Our Management is expected to demonstrate HSE leadership at all times and all our employees are invited and expected to actively contribute to a safe and healthy workplace, safe operation of our equipment, and environmentally responsible processes.

Quality

For us, it is vital to meet our customers' expectations and quality specifications at all times. Qualification and motivation of our employees are key to operate our processes and procedures successfully.

Energy and resource efficiency

The efficient and effective use of energy and resources is an inherent part of our business model. We continuously work to improve our efficiency to save energy, preserve scarce resources and provide our customers with increasingly eco-friendly products.

Continuous Improvement

Better is the enemy of good! Through our management system we monitor our procedures and processes aiming to constantly improve our performance on health, occupational and technical safety, environment, quality as well as energy, and resource efficiency. All of our employees are expected to engage in our continuous improvement program (CIP).

Communication and engagement

We follow a policy of open communication with our employees, customers, authorities, and the general public, using all appropriate media. We seek consultation with and offer appropriate participation to our employees and their representatives, in particular in our efforts to eliminate HSE hazards and reduce corresponding risks.

Compliance

Speira Recycling Services Germany GmbH is committed to comply with all applicable legal requirements and own corporate policies at all times. All employees are expected to respect this principle as a condition for working with our company.

April 2023



Ralf Köring
Head of BU Recycling Services &
Managing Director