



## Supplier Sustainability Guideline Speira Recycling Services Germany GmbH

Speira Recycling Services is a global market leader in third-party aluminium recycling and specification alloy production. We convert aluminium and magnesium scrap into reusable metal for a growing number of applications across various industries.

Our customers can choose from an extensive range of cast and wrought products made from aluminium and magnesium alloys, delivered to their door in the form of molten metal, ingots, RSIs, or cones.

For Speira Recycling Services, embracing the concept of sustainability for a business means showing responsibility. For our customers, we are responsible for the quality of our products and services. This includes maintaining a sustainable supply chain. Consequently, we require also our suppliers to respect social, labour and environmental standards in their businesses, including their own supply chains.

This Speira Recycling Services Supplier Sustainability Guideline outlines our expectations for our suppliers with respect to sustainable business practices and related principles. The Guideline applies to all material goods and services suppliers with whom we do business.

### **General legal compliance**

Suppliers are expected to comply with all locally applicable laws and regulations. They should not engage or be complicit in any form of bribery or corruption.

### **Labor and Human Rights**

Respect for human and labor rights is essential to Speira Recycling Services. Our suppliers are expected to respect these values, including

- Non-discrimination
- Prevention of forced labour, child labour and human trafficking
- Compliance with legal requirements on working hours, wages and benefits
- Respecting the rights to freedom of association and collective bargaining
- Assessing the risk of non-compliance and, where required, mitigating adverse impacts, also in Conflict Affected and High Risk Areas.

**Environment,  
Health & Safety,  
and Energy**

Suppliers shall offer a safe and healthy work environment that complies with applicable laws and regulation and takes into account recognized standards in their respective industries.

Suppliers are expected to avoid adverse environmental impacts, for example by

- reducing emissions to air, including greenhouse gas emissions
- minimizing waste, maximising waste recycling, and avoiding landfilling of waste
- reducing water consumption and adverse impacts on waterbodies, and
- enhancing resource and energy efficiency

with all reasonable effort.

They should carefully manage the use of hazardous chemicals and comply with all applicable requirements like CLP regulations, REACh, RoHS, etc..

Suppliers are encouraged to implement appropriate management systems, for example based on ISO 14001 (environment), ISO 50001 (energy), ISO 45001 (occupational health and safety).

**Data protection**

Within their scope of activities suppliers are expected to take adequate preventative measures to protect privacy of personal data of employees, customers, and other business partners.

**Fair competition and anti-trust**

Suppliers shall comply with applicable competition and anti-trust law and respect the principles of fair competition.

**Conflict of interests**

In making business decisions suppliers should be guided by objective information and avoid conflict of personal with business interests.

**Reporting illegal or unethical behaviour**

Suppliers shall have policies in place that allow reporting of illegal or unethical business conduct without fear of retaliation.

September 28, 2023