

Code of Conduct for Suppliers and Partners Health, Safety and Environment



Code of Conduct

Mission

Gouda Refractories Group and its affiliated operating companies Gouda Refractories, Gouda Vuurvast Services, Gouda Vuurvast Belgium, Gouda Refractories Nordic and Gouda Feuerfest Services, hereinafter referred to as Gouda Refractories Group, believes in continuously living up to the expectations and wealth of our customers and employees. Gouda Refractories Group supplies refractory solutions that are energy saving and optimizing the process of the customer. Our products and services are high in quality, reliable, consistent and within those perspectives reasonable in price. Innovation, cost-effective solutions, engineering and design, state of the art products and installation & supervision services are solid principles behind our sustainable company in order to serve our customers in the best possible way to optimize their processes.

Vision

The vision of Gouda Refractories Group is that sustainable and energy saving solutions, a technological lead, operational excellence, control of distribution & sales channels, high service levels and cost-effectiveness are the keys to success in the global demanding and changing market(-s) in which Gouda Refractories Group is operating. Gouda Refractories Group believes that refractories are strategic products used by our customers in the heart of their operations. Products which cannot be treated as a commodity. Our activities on the short and long term must be focussed on those (niche-) markets and customers where technology, reliability and added value are valued. Where (emerging) markets are changing and opening up, capabilities are improving and demands are changing, it is of the utmost importance to live up to that vision.

In the long run the markets in which Gouda Refractories operates will remain sustainable where shifts may occur due to (economical) changes. An increased focus on the environment, energy consumption and total cost of ownership of a refractory lining is mandatory. To be supported by a strong focus on investing in people, partnerships for raw materials, innovation and services to maintain cost-effectiveness and our strive for a technological lead.

People

- **Non-discrimination** - suppliers and partners of Gouda Refractories Group do not discriminate in any manner based on place of origin, gender, sexual orientation, age, disability, political affiliation, employment relationship, employment contract, marital status, nationality, religion, ideology.
- **Harassment** - any form of harassment, sexual harassment, aggression and/or violence are strictly prohibited.

- **Health and safety** - with respect to health and safety, suppliers and partners implement strict policies with the aim of creating an incident- and injury free work environment and of preventing the occurrence of occupational illness and health problems associated with its activities. At all levels, suppliers and partners play an active role in identifying and rectifying unsafe situations, and they work on continuous improvement of the health situation of employees.
- **Forced labor and child labor** - suppliers and partners do not use forced labor or child labor; suppliers act in line with Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labor) of the International Labor Organization.

Planet

- **Footprint** - suppliers and partners operate in full compliance with international, national and local laws and regulations to provide the best possible footprint on raw materials, utilities, emissions, discharges, noise, waste and reliance on natural resources and hazardous substances and will perform to their utmost to continuously improve.
- **Waste** - suppliers and partners will have in place or shall establish a procedure for the safe handling, storage, transportation, utilization and disposal of waste in accordance with international, national and local applicable laws and legislation.
- **Information** - suppliers and partners will provide customers and the general public with clear information about the environmental and safety aspects of their products and production processes.

Profit

- **Law and regulations** - suppliers and partners shall operate in full compliance with international, national and local laws, sanctions and regulations and will obtain all necessary permits where applicable.
- **Bribery** - suppliers and partners will refrain from any form of corruption including extortion and active or passive bribery.
- **Confidentiality** - suppliers and partners shall protect all confidential information provided by Gouda Refractories Group and its respective business partners.
- **Continuity** - suppliers and partners will strive to maintain policies and plans that mitigate exposure to crime, threats, terrorism, pandemics, natural disasters and related major accidents.

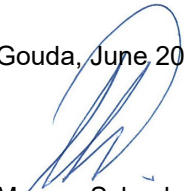
Health, Safety and Environment

Suppliers and partners agree to work in full compliance with the applicable international, national and local Health, Safety and Environmental rules and legislation. Gouda Refractories Group applies the following basic principles:

- The target will always be no accidents and no environmental incidents.
- Any person or company to be addressed if unsafe behavior is practiced. Speak to others about this as well.
- Use the mandatory personal protective equipment properly, as well as the required (work) clothes.

- Gouda Refractories Group considers the continuous improvement of safety a top priority.
- The tools to be used must be in good condition and must be used properly.
- Everyone must cooperate in maintaining order and cleanliness by depositing waste in designated bins, storing materials and tools in designated areas and keeping the workplaces and work stations clean. Order and cleanliness are prerequisites for a safe workplace.
- It is forbidden to arrive at the workplace under the influence of alcohol and/or drugs. It goes without saying that it is also forbidden to take these substances to the workplace and/or use them there.
- When using medicines that may influence the ability to react it is not permitted to drive vehicles, operate dangerous machinery or work at heights. It is mandatory to report this to the relevant internal authority.
- Smoking is forbidden, except in designated areas.
- People only work within the agreed safety frameworks and respect the applicable regulations.
- Working safely is a requirement for work: **We work safely or we don't work!**
- Supplier and partners are responsible for the health and safety of their employees and working environment.
- All managers, team leaders and supervisors show visible leadership and exemplary conduct.
- All employees within Gouda Refractories Group involve and encourage each other in the continuous improvement of our HSE performance.
- Unsafe situations and/or acts and near misses must be reported immediately.
- All employees within Gouda Refractories Group treat each other and the environment with respect.

Gouda, June 2023


Marcus Schuchmann
Managing Director
Gouda Refractories Group

