

Sustainability report 2019

Wieland Edelmetalle GmbH, Pforzheim

With our more than 140 employees, we are a leading company in precious metal processing with a tradition since 1871. Our involvement in the SAXONIA group, technical expertise, many years of experience and medium-sized flexibility form the basis of our success. As a precious metal and recycling company, our business model has always been shaped by the concept of sustainability and the conservation of scarce, natural resources. The consistent implementation of all relevant environmental and safety regulations is therefore a top priority and an obligation for us. In our factory in Pforzheim on the Wilferdinger Höhe we have been producing precious metal alloys, electroplating baths and precious metal preparations for a wide variety of markets since 1977. In addition to the production of these precious metal products, the recycling of waste containing precious metals has traditionally been a focus of our company.

1. Economic situation

As a member of the SAXONIA Group, WIELAND Edelmetalle GmbH is a 100% subsidiary of SAXONIA Holding GmbH, Halsbrücke. The group consists of the 4 legally independent sister companies SAXONIA Edelmetalle GmbH, SAXONIA Technical Materials, WIELAND Edelmetalle GmbH and Italbras S.p.a. The SAXONIA group stands for

700 employees; Sales proceeds of € 650 million, 10 t gold, 8 t PGM and 500 t ag.

In the financial year 2019, the targeted budgets were achieved.

2. Environment safety

For our activities we have to use substances that, depending on the type and quantity of the upper classes (extended obligations), are subject to the Accident Ordinance. This was reported to the competent authority, the regional council (RP) Karlsruhe, with an announcement according to § 7 paragraph 2 of the StörfallV.

Therefore, an on-site inspection according to § 16 of the StörfallV takes place in our company by the authority once a year. The date of the last on-site visit and further information can be viewed at www.wieland-edelmetalle.de.

For our company, independent experts have prepared a safety report in accordance with Section 9 (1) StörfallV, which is also available to the responsible surveillance authority. It aims to reduce the risks of accidents and minimize the impact on people and the environment.

In order to permanently guarantee this high safety standard, we have introduced a safety management system in our plant with which we continuously improve our plant safety. Our internal security organization and the responsibilities are recorded in writing and known to the responsible supervisory authority.

We take care of such possible events that could develop into an accident. The measures taken for this are based on the results of the independent safety report.

In addition to the technical safety devices mentioned, we also have very well-trained specialist staff. Every employee is instructed in handling the hazardous substances and safety equipment we use before starting work and then at regular intervals.

Operating instructions according to §14 Hazardous Substances Ordinance are available and are updated regularly. The necessary personal protective equipment such as respiratory protection, gloves, safety shoes, safety glasses, etc. are available to employees.

We have appointed a fire protection officer for internal fire protection and also have specially trained fire protection assistants. The procedure in the event of an alarm is clearly regulated and documented.

If you have any further questions please contact:

WIELAND Edelmetalle GmbH, Geschäftsleitung, Schwenninger Straße 13, 75179 Pforzheim oder per E-Mail an: info@wieland-edelmetalle.de

With our support, the responsible civil protection authority has drawn up an "External emergency plan in accordance with Section 8a of the Baden-Württemberg State Civil Protection Act", which is used in an emergency. There were no major accidents in 2019.

Energy

WIELAND Edelmetalle has a certified energy management system in accordance with ISO 50001. Through future-oriented investments in 2019, e.g. energy-saving lighting fixtures and intelligent control of the building technology saved a further almost 100,000 KWh of electricity. This corresponds to the annual consumption of 25 average 4-person households.

Water

WIELAND Edelmetalle pays attention to the economical use of the precious resource water within the scope of the technical possibilities. A separate closed cooling water circuit (70,000 l) significantly reduces the consumption of fresh water for production, for example. After the appropriate physico-chemical pretreatment, all wastewater is discharged into the municipal sewage treatment plant in the city of Pforzheim for further treatment. Drinking water consumption was reduced by approx. 15% in 2019 despite a slight increase in production compared to the previous year.

Emissions

WIELAND Edelmetalle has an incineration plant that is approved in accordance with the 17th BImSchV. An independent measuring institute (Müller-BBM, NL Reutlingen) checks the emissions of this system regularly for compliance with the approved limit values. The test result of the last measurement is also published on the WIELAND homepage in accordance with §23 17. BImSchV.

Waste

WIELAND Edelmetalle is a certified waste disposal company in accordance with §56 KrWG in connection with the EfbV. In accordance with the requirements of the KrWG, the company has a waste management officer who draws up the company's waste balance annually and informs the management and the monitoring authority in an annual report.

The amount of non-hazardous waste generated in the company was reduced by 20% in 2019 compared to the previous year. The amount of hazardous waste was reduced by 15% in the same observation period.

3. Social issues

Employment

Due to the good economic situation in 2019, WIELAND Edelmetalle was able to keep the number of employment relationships stable compared to the previous year. At the end of 2019, the company had a permanent workforce of 129 employees. In addition, 10 trainees and 3 mini-jobbers were employed.

Collective Agreement / Working Hours / Discrimination / Human Rights

WIELAND Edelmetalle is subject to the current collective agreement of the Baden-Württemberg precious metal industry between the Federal Association of Jewelry + Watches and IG Metall. This collective agreement regulates all rights and obligations of the employer and his employees among themselves, which arise from the respective employment relationship.

The company also has a human rights policy.

Employee representation - employee participation - works council

WIELAND Edelmetalle has a works council in accordance with the Works Constitution Act for employee participation and representation. Consultations between the works council and the management take place on a regular basis and on an ad hoc basis. The works council organizes a works meeting at least

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once a year with the participation of union representatives, at which employees are informed about current issues.

Initial and continuing education

As of December 31, 2019, WIELAND Edelmetalle was training 10 young people in the professions of industrial mechanic, chemical laboratory assistant and industrial clerk.

WIELAND Edelmetalle is subject, among other things, to the "Collective Agreement on the Promotion of Personal Vocational Training for Employees" by IG Metall Baden-Württemberg. We exceeded the budget for training and further education set there by more than 100% in 2019.

Social Commitment

WIELAND Edelmetalle as an employer welcomes and supports initiatives and volunteer work by its employees who help shape and advance the community even outside of working hours. Support can be provided, for example, by donations or sponsorship. For example, in 2019 we sponsored the "9. Pforzheim Climate Protection Week". In 2019, donations went to the support association of the Theodor-Heuss-Gymnasium Pforzheim, the Schiller-Gymnasium Pforzheim, the Society for the Promotion of the Technical Museum Pforzheim and the Parzival Center Karlsruhe. In addition, as a supporting member of the City Fire Brigade Association Pforzheim e.V., we regularly support the work of the local firefighters and as a member of the "Supporting Association for the Research Institute for Precious Metals and Metal Chemistry" research and development in the field of precious metals.

WIELAND Edelmetalle continues to sponsor an employee football team with jerseys and a cash donation and supports the "Christmas in a shoebox" initiative for needy children from Eastern Europe.

Procurement / conflict minerals

As a certified member of the Responsible Jewellery Council, we have written down our principles for fulfilling due diligence in the supply chain. We are committed to ensuring that all of the precious metal processed comes from legally and ethically safe sources and is not related to crime, armed conflict or human rights violations. Therefore, we do not refine any mining material and only procure the necessary fine metals from reliable sources. We recognize the following certifications from our precious metal suppliers: Responsible Jewellery Council (RJC), Responsible Minerals Initiative (RMI) and compliance with the LBMA / LPPM standards.

Complaint system / Grievance Mechanism

A complaints management system has been set up for the company, which is accessible to all persons and groups with a legitimate interest via our homepage. All complaints relating to our statutory or self-imposed due diligence can be reported anonymously and without penalty to the SAXONIA Group's Compliance Manager. No such complaints were submitted in 2019.