

Sustainability Report 2020

Wieland Edelmetalle GmbH, Pforzheim, Germany

With our more than 140 employees, we are a leading company in precious metal processing with a tradition dating back to 1871. Our integration into 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 characterized by the idea of sustainability and the conservation of scarce, natural resources. The consistent implementation of all relevant environmental and safety regulations is therefore our obligation and enjoys the highest priority.

At our plant 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 one of the main activities of our company.

1. Economic situation

As a member of the SAXONIA Group, WIELAND Edelmetalle GmbH is a wholly owned subsidiary of SAXONIA Holding GmbH, Halsbrücke. In 2020, the DODUCO Group from Pforzheim was also incorporated into the Group in addition to the previous sister companies SAXONIA Edelmetalle GmbH, SAXONIA Technical Materials, WIELAND Edelmetalle GmbH, Italbras S.p.a.. The SAXONIA Group is thus one of the largest German specialists in the field of precious metals processing.

1,500 employees at 7 international locations stand for annual sales of **€ 1,300 million**.

In the financial year 2020, the planned budgets were achieved despite negative impacts in some areas due to the Corona pandemic. The company did not claim any government support.

2. Environment

Safety

Our activities require us to use substances that, depending on their type and quantity, are subject to the upper classes (extended obligations) of the Hazardous Incidents Ordinance. This has been notified to the responsible authority, the Karlsruhe Regional Council (RP), by means of a notification pursuant to Section 7 (2) of the Major Accidents Ordinance (StörfallV).

For this reason, an on-site inspection pursuant to Section 16 of the Major Accidents Ordinance is carried out by the authorities at our plant once a year. The date of the last on-site inspection and further information can be found at www.wieland-edelmetalle.de.

A safety report pursuant to Art. 9 Para. 1 of the Major Accidents Ordinance (StörfallV) has been prepared for our company by independent experts and is also available to the responsible supervisory authority. Its aim is to reduce the risks of incidents and minimize the impact on people and the environment. To ensure that this high safety standard is maintained at all times, we have introduced a safety management system at our plant to continuously improve our plant safety. Our internal safety organization and responsibilities are set out in writing in this system and are known to the responsible supervisory authority.

We take precautions for possible events which could develop into incidents. The measures taken for this are based on the results of the independent safety report.

In addition to the technical safety equipment mentioned above, we also have highly trained specialist personnel. Every employee is instructed in the handling of the hazardous substances and safety equipment used by us before starting work and at regular intervals thereafter.

Operating instructions in accordance with §14 of the Hazardous Substances Ordinance are available and are updated regularly. Employees are provided with the necessary personal protective equipment

such as respiratory protection, gloves, safety shoes, safety goggles, etc. are available to employees as required.

We have appointed a fire protection officer for in-house fire protection and also have specially trained fire protection assistants. The procedure in the event of an alarm is clearly regulated and documented. With our support, the responsible disaster control authority has drawn up an "External emergency plan in accordance with §8a of the Baden-Württemberg State Disaster Control Act", which is used in the event of an emergency. There were no incidents in 2020.

Energy

WIELAND Edelmetalle has a certified energy management system in accordance with ISO 50001. Through forward-looking investments, e.g. in energy-saving lighting, intelligent control of building services and the use of waste heat from the production facilities, it was again possible to save around 10,000 kWh of electricity in 2020 compared with the previous year, despite increasing production.

Water

WIELAND Edelmetalle makes every effort to use water sparingly as a precious resource. For example, the consumption of fresh water for production is significantly reduced by the company's own closed cooling water circuit (70,000 l). All wastewater is discharged to the municipal wastewater treatment plant of the city of Pforzheim for further treatment after appropriate physical-chemical pretreatment in the company's own wastewater treatment plant. Drinking water consumption increased by just under 10% in 2020 compared to the previous year due to extended operating hours as a result of Corona shift models.

Emissions

WIELAND Edelmetalle has an incineration plant that is approved in accordance with the 17th BImSchV. The emissions from this plant are regularly checked by an independent measuring institute (Müller-BBM, NL Reutlingen) for compliance with the approved limits. The test result of the latest measurement is also published on the WIELAND homepage in accordance with §23 17th BImSchV.

Waste

WIELAND Edelmetalle is a certified waste management company in accordance with §56 KrWG in conjunction with the EfbV. In accordance with the requirements of the KrWG, the company has a waste management officer who draws up an annual waste balance sheet for the company and informs the management and the supervisory authority in an annual report.

In 2020, the volume of non-hazardous waste generated in the company was again reduced by a further 18% compared with the previous year. The volume of hazardous waste, on the other hand, increased by 27% over the same period. However, this waste consists of recyclable materials containing metal, which are processed in a metal smelter.

3. Social issues

Employment

Despite the negative impact of the COVID 19 pandemic on business operations, WIELAND Edelmetalle was able to keep the number of employees stable in 2020 compared to the previous year. At the end of 2020, the company had a core workforce of 132 employees. In addition, 9 trainees, 3 mini-jobbers and one temporary employee were employed.

Collective Agreement/Working Hours/Discrimination/Human Rights

WIELAND Edelmetalle is subject to the current collective agreement for the precious metals industry in Baden-Württemberg between the Bundesverband Schmuck + Uhren and IG Metall. This collective agreement governs all rights and obligations of the employer and its employees among each other arising from the respective employment relationship.

In addition, the company has a guideline on the observance of human rights.

Employee representation - co-determination - works council

WIELAND Edelmetalle has a works council for co-determination and representation of employee interests in accordance with the Works Constitution Act. Consultations between the works council and the management take place regularly and also on an ad hoc basis. The works council organizes a works meeting at least once a year with the participation of trade union representatives, at which all employees are informed about current topics.

Training and continuing education

As of December 31, 2020, WIELAND Edelmetalle is training a total of 10 young people as industrial mechanics, chemical laboratory assistants and industrial clerks.

WIELAND Edelmetalle is subject, among other things, to the "Collective Agreement on the Promotion of Personal Vocational Training for Employees" of IG Metall Baden-Württemberg. The budget for training and further education specified therein was exceeded by more than 100% through the training courses actually carried out in 2020.

Social commitment

As an employer, WIELAND Edelmetalle welcomes and supports initiatives and voluntary work by its employees that help shape and advance the community outside of working hours. This support can take the form of appropriate donations or sponsorship, for example. In 2020, for example, we provided financial support for the "Jugend forscht" ("Youth Researches") campaign via the municipal enterprise Wirtschaft und Stadtmarketing Pforzheim. In 2020, donations were made to the Society for the Promotion of the Pforzheim Technical Museum, the Pforzheim Goldsmith School and the Parzival Center in Karlsruhe. In addition, as a sponsoring member of the Stadtfeuerwehrverband Pforzheim e.V. (Pforzheim Fire Brigade Association), we regularly support the work of the local fire department, and as a member of the "Förderverein für das Forschungsinstitut für Edelmetalle und Metallchemie" (Sponsoring Association for the Research Institute for Precious Metals and Metal Chemistry), we support research and development in the field of precious metals.

WIELAND Edelmetalle continues to sponsor an employee soccer team with jerseys as well as a monetary 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. In it, we commit to ensuring that all metals we process come from legally and ethically sound sources and are not linked to crime, armed conflict or human rights abuses. Therefore, we do not process any mine material and procure the necessary fine metals only from reliable sources. We recognize the following certifications among our precious metal suppliers: Responsible Jewellery Council (RJC), Responsible Minerals Initiative (RMI) and compliance with LBMA/LPPM standards.

Complaints system/Grievance mechanism

A complaints system has been set up for the company, which can be accessed by all persons and groups with a legitimate interest via our homepage. Through it, all complaints related to our legally established or self-imposed due diligence obligations can be reported anonymously and without penalty to the Compliance Manager of the SAXONIA Group. We did not receive any such complaints in 2020.