

## Sustainability Report 2021

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 internationally successful SAXONIA Group, technical expertise, many years of experience and medium-sized flexibility form the basis for economic success and sustainable future prospects.

As a processor and precious metal 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 in Pforzheim, 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. Our sister companies are SAXONIA Edelmetalle GmbH, Halsbrücke, SAXONIA Technical Materials, Hanau, Italbras S.p.a., Vicenza and the DODUCO Group, Pforzheim. The SAXONIA Group is thus one of the largest German specialists in the field of precious metal processing.

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

In fiscal year 2021, the planned budgets were achieved despite individual negative influences due to the Corona pandemic. The company did not claim any government assistance.

### 2. Environment

#### Safety

For our activities, we have to use substances which, 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), in 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](http://www.wieland-edelmetalle.de).

A safety report pursuant to Sec. 9 (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 this high safety standard at all times, we have introduced a safety management system at our plant to continuously monitor and improve our plant safety. Our internal safety organization and responsibilities are documented in writing and are known to the responsible supervisory authority. In addition to technical safety equipment, we also have highly trained specialist personnel. Every employee is instructed in the handling of hazardous substances and safety equipment 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. Personal protective equipment such as protective clothing, gloves, safety shoes, eye protection, respiratory protection, etc. is available to employees at all times and to the extent required.

For inquiries or further information, please contact:

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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. 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 at the plant in 2021.

## Energy

WIELAND Edelmetalle has a certified energy management system in accordance with ISO 50001. Thanks to forward-looking investments, e.g. in energy-saving lighting fixtures, intelligent control of building services and the use of waste heat from the production facilities, electricity consumption was kept constant in 2021 despite rising production volumes.

## Water

As far as technically possible, WIELAND Edelmetalle makes sure that the precious resource of water is used sparingly. Consumption of fresh water for production, for example, is significantly reduced by the company's own closed cooling water circuit (70,000 l). After appropriate physical and chemical pre-treatment in the company's own wastewater treatment plant, all wastewater is discharged into the municipal wastewater treatment plant of the city of Pforzheim for further treatment. Drinking water consumption was kept almost constant in 2021 compared with the previous year, although the volume of business increased significantly in the same period.

## 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 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. The waste management officer draws up an annual waste balance sheet for the company and thus informs the management and the supervisory authority about the generation and whereabouts of the waste produced in the company.

The amount of non-hazardous waste generated in the company was again reduced in 2021 by 3.5% compared to the previous year. The volume of hazardous waste generated by the company was reduced again by 22.4% in 2021, following an increase in the previous year. Most of the waste generated in the plant is recyclable material containing metals. All waste generated was only passed on to certified specialist disposal companies for further processing.

## **3. Social issues**

### Employment

Despite the negative impact of the COVID 19 pandemic on business operations, WIELAND Edelmetalle was again able to increase the number of employees in 2021 compared with the previous year. The company had a permanent workforce of 138 employees at the end of 2021. In addition, 5 trainees, 3 mini-jobbers and 4 temporary employees were employed.

### Special health protection in the wake of the Corona pandemic

The Corona pandemic again placed high demands on health protection for our employees in 2021. A crisis team consisting of representatives of management and the Works Council was set up in the company to implement both organizational measures (e.g. home office, contact reduction, special shift models) and technical support measures (e.g. issuing protective masks, test kits, setting up disinfection stations) in cooperation with the company medical service. Regular information letters were sent to employees to keep them up to date on the current situation. In addition, two major vaccination campaigns were organized by the company for all employees and their families in 2021.

Collective Agreement/Working Hours/Discrimination/Human Rights

WIELAND Edelmetalle is subject to the collective bargaining agreement for the precious metal industry in Baden-Württemberg between the Federal Association of Jewelry + Watches and the IG Metall trade union. 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, 2021, WIELAND Edelmetalle is training a total of 5 young people as industrial mechanics and chemical laboratory assistants.

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 2021.

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. In 2021, for example, donations were again made to the Parzival School Center in Karlsruhe and support was provided for emergency chaplaincy and after-action care in the Enzkreis district and the city of Pforzheim. In addition, we also support the Stadtfeuerwehrverband Pforzheim e.V. as a sponsoring member and research and development in the field of precious metals as a member of the "Förderverein für das Forschungsinstitut für Edelmetalle und Metallchemie".

WIELAND Edelmetalle also sponsors an employee soccer team with jerseys and a sum of money 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 documented 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

The company has established a grievance system that is accessible to all individuals and groups with a legitimate interest through our website. Through this system, all complaints related to our statutory or self-imposed due diligence obligations can be reported anonymously and without penalty to the SAXONIA Group Compliance Manager. We did not receive any such complaints in 2021.