

Sustainability Report 2022

Wieland Edelmetalle GmbH, Pforzheim, Germany

With our more than 150 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.

1,600 employees at **7** international locations stand for annual sales of **€1,500 million**.

In fiscal year 2022, the planned budgets were achieved despite individual negative influences due to the expiry of the Corona pandemic. The company did not make use of 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.

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:

WIELAND Edelmetalle GmbH, Geschäftsleitung, Schwenninger Straße 13, 75179 Pforzheim or mailto: info@wieland-edelmetalle.de

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 2022.

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, the company's overall electricity consumption was reduced by almost 7% in 2022 compared with the previous year, despite increasing production volumes.

Water

As far as technically possible, WIELAND Edelmetalle makes sure that the precious resource of water is used sparingly. For example, the consumption of fresh water for production 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. In 2022, the drinking water consumption of the entire company was reduced by almost 13% compared to the previous year, although the business volume 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 company's waste management officer prepares 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 doubled in 2022 compared to the previous year. This was due to a sharp increase in business volume and a plant defect, which meant that more of this waste had to be sent out for further processing.

The volume of hazardous waste generated in the plant also increased by a good 50% in the reporting period, which is attributable to an increase in business volume combined with the regulatory reclassification of a recyclable material from "product" to "waste". Most of the waste generated in the plant is recyclable material containing metals. All the waste generated was passed on exclusively to certified specialist disposal companies for further processing.

3. Social issues

Employment

In 2022, WIELAND Edelmetalle was able to keep the number of employees constant compared to the previous year. At the end of 2022, the company had a permanent workforce of 136 employees. In addition, 3 trainees, 2 mini-jobbers and 3 temporary employees were employed. As of the reporting date, the company was looking for 2 additional employees to join its permanent workforce.

Special health protection in the wake of the Corona pandemic

In the 1st quarter of 2022, the Corona pandemic placed even more special demands on health protection for our employees. After the state Corona Occupational Health and Safety Ordinance was lifted two months earlier than planned on February 2, 2022, the crisis team consisting of representatives from management, the Works Council and the company medical service also suspended all special

organizational measures in the company (e.g. home office, contact reduction, special shift models). The technical support measures (e.g. provision of protective masks, test kits, hygiene measures) were continued in the sense of general infection protection and as required.

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

WIELAND Edelmetalle is training a total of 3 young people in the professions of industrial mechanic and chemical laboratory technician as of the reporting date of December 31, 2022.

WIELAND Edelmetalle is subject, among other things, to the "Collective Agreement for the Promotion of Personal Professional Development of Employees" of IG Metall Baden-Württemberg. The budget set out there for training and further education was exceeded by more than 100% in 2022 as a result of the training courses actually carried out.

Social commitment

As an employer, WIELAND Edelmetalle welcomes and supports initiatives and volunteer work by its employees that help shape and advance the community outside of working hours. In 2022, for example, we supported the Pforzheim Goldsmiths' School by supplying WIELAND products free of charge to train the next generation of the industry and a privately initiated fundraising campaign for the "Adopt me Ukraine" aid organization. In addition, as a sponsoring member we also support the Stadtfeuerwehrverband Pforzheim e.V. (Pforzheim Municipal Fire Brigade Association) 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 and metal chemistry.

WIELAND Edelmetalle continues to sponsor an employee soccer team with jerseys as well as 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 2022.