

# Aurubis Diversity Commitment

## Responsibility and background

Aurubis is a leading global provider of non-ferrous metals and one of the largest copper recyclers worldwide.

We take responsibility for our social environment and the people who live there – and for our employees in particular. We underline our commitment to this responsibility in the company strategy. Additionally, our Code of Conduct provides all employees worldwide and at all levels of the company with shared principles that guide our conduct.

This Diversity Commitment supplements the topics covered in the Aurubis Code of Conduct and was drafted based on international ISO standards. This commitment is available in all the languages spoken at our sites.

Aurubis is committed to the diversity of our employees. We consistently practice our understanding of cooperation and equal opportunity and enable the lively exchange of knowledge through the diversity of our workforce.



## Diversity at Aurubis

To us, diversity includes both the similarities and the differences among people. Embracing diversity and tolerating differences are one of the keys to success. Here we look at all the dimensions of diversity, different lifestyles and family models, national and economic backgrounds, and the plurality of opinion.

## Guiding principles

Frederick the Great recognized early on that: “Everyone is entitled to their own style of happiness.” Aurubis pursues diversity that involves genuine tolerance and the unequivocal acceptance of every person. We consider diversity an asset, and different life plans as equal. At Aurubis, we want to see, practice, and foster the whole range of diversity.

### We are...

- » tolerant
- » respectful
- » fair
- » open
- » collaborative
- » appreciative

### ... regardless of:

- » where a person comes from
- » a person’s religion or ideology
- » a person’s gender
- » what type of assistance is needed
- » what type of civil partnership a person chooses
- » the gender a person identifies as

We focus in particular on including all the dimensions of diversity equally and ensuring that fairness, respect and a sense of community prevail.

We strive to ensure the necessary equality in all aspects of our working environment for every person who works for us, or who we work with externally. To achieve this, every individual at Aurubis has to be willing to put this principle into practice every day. This is why we ask every employee to read and internalize this Diversity Commitment and to align their professional, day-to-day conduct with it.

## Our principles

At Aurubis, we aim to create a working environment free of discrimination, fear, and inhumane conditions. We want every person at Aurubis to be able to live up to their full potential and contribute to the success of the company – at our sites, with direct business partners, and along the entire supply chain. We are convinced that only a diverse organization can offer fair access to jobs, careers, and opportunities to learn and develop, while also fostering relationships, solidarity and respect among employees.

### Four central approaches to diversity

- 1. We respect diversity both inside and outside Aurubis.**
- 2. We advocate for employee participation by every individual and at all levels.**
- 3. We unconditionally reject all forms of discrimination and ensure that any violation is dealt with transparently and results in consequences as needed.**
- 4. All Aurubis employees contribute to a positive climate of diversity, appreciation and openness.**

### Background to our central approaches to diversity

We **respect diversity** and value it as a social reality and independent good. Every employee has an equal chance to develop their professional potential at Aurubis.

We enable equal participation and **equal opportunity** at work, along with access to all the necessary qualification opportunities and levels, job openings, and committees. We promote networks and fair and equal pay for every person based on their ongoing performance.

We **strengthen antidiscrimination** and unconditionally reject all forms of direct and indirect discrimination. We take individual living conditions into account so we can address disadvantages. Formal regulations, informal practices, and conduct that considers diversity and equal

opportunity all support this aim, both when developing qualification paths and in designing recruiting processes and onboarding. Here we focus on dismantling objectively unjustified barriers and strengthening openness throughout the company.

A **positive diversity climate** describes our understanding of how open we are to and how much we value diversity along with space for development opportunities in the working environment. To encourage a positive diversity climate, we feel it is important to strengthen the skills of all employees and to interact with them without prejudice.

### About this Diversity Commitment

This Diversity Commitment provides a basis for Group-wide management and the divisions at Aurubis, and creates a foundation for improving and advancing our diversity approach. It serves to visualize our diversity concept and aspiration.

### Our diversity concept

“Developing an inclusive workplace requires an ongoing commitment to diversity and inclusion to address inequalities in organization systems, policies, processes and practices, as well as people’s conscious and unconscious biases and behaviors. Fostering a diverse and inclusive organizational culture can enable individuals and teams to thrive and do their best in conditions that enable effective collaboration and participation.”

From the introduction to ISO standard 30415 on: Human resource management – Diversity and inclusion, Geneva

### The connection to our Human Rights Commitment

We strive for diversity among our employees and foster critical reflection on diversity issues. At Aurubis, no one may be disadvantaged, favored, harassed or excluded – not during recruitment, in compensation, in their career development, or in interactions with one another.

## Our shared responsibility

The Executive Board, management at our sites, and supervisors at all levels are responsible for implementing and ensuring compliance with the Aurubis Diversity Commitment, and for its site-appropriate further development.

Supervisors facilitate a diverse organizational culture, focus on leading by example, contribute to achieving our diversity targets, and assess the results and effects. Supervisors critically reflect on their evaluations of performance and potential in a work context, avoid applying stereotypes, take care to communicate without discrimination, and raise the awareness of their employees to these issues.

All Aurubis employees are responsible for complying with this Diversity Commitment and contributing to a diverse culture in the workplace. They treat each other fairly and with respect, while actively promoting integration, trust, and a sense of belonging in each respective working environment.

### Integrating diversity into working conditions and succession planning

We provide people who work for Aurubis as temporary workers or external contractors with safe and equal working conditions.

We pay attention to maintaining an attractive work environment for employees at all levels and assist them in achieving good work-life balance.

Everyone involved in succession planning ensures that both the process and their personal conduct are non-discriminatory. We further this by promoting suitable people, in so far as this is beneficial or advisable from an individual or organizational standpoint. This is how we establish a diverse pool of candidates for succession planning. There are no disadvantages for candidates who do not want to undergo this kind of process for individual reasons. We ensure that the rationale behind disciplinary measures, such as warnings, transfers, and terminations, is not discriminatory.

### **Integrating diversity into recruiting, human resource development and promoting young talents**

In recruiting, we value diversity and transparent and fair processes – from job postings to human resource development. We clearly communicate rights, obligations, internal decision-making channels, and external mediation options when problems or conflicts arise. These aid antidiscrimination and foster a positive diversity climate. The images used in job postings reflect the diversity of the respective target group. We lay the groundwork for the goal of impartiality and antidiscrimination across all divisions, offer training, and follow up on results.

We analyze and measurably track all terminations during the onboarding phase.

In continuing education, vocational training and promoting young talents, we are committed to supporting people in their stage of development and personal growth and actively fostering and practicing diversity. We call on our supervisors to be open to diversity issues and to talk about them with employees.

To provide all employees with the learning environment and program they need for their operational and professional development, our learning programs and access to them are designed to be transparent and focus on equal opportunity. We ensure that all the necessary resources are available, and make sure to offer opportunities for learning more about diversity issues.

### **Integrating diversity into leadership and performance evaluations**

All supervisors support a company and work culture that fosters diversity. Our supervisors' attitudes and conduct are clearly aligned with promoting equal opportunities and equality for all employees. This gives all our employees the same opportunities for developing their talents, skills and abilities. Access to processes and information cannot depend on any aspect of diversity. We aim for an unbiased assessment of performance in all selection and evaluation processes. In performance evaluation processes, supervisors pay attention to the principles of diversity and are aware of distortion effects, such as stereotyping and unconscious bias. Evaluations are carried out without discrimination and following transparent criteria.

### **Integrating diversity into organizational development**

Aurubis consciously incorporates different perspectives and interests to enrich discussion and opinion-forming processes and arrive at a holistic understanding of an issue. We aim for equal treatment of all genders, for example, and set suitable targets for the proportion of women in the first and second management levels. As a learning company, we review our structures and processes for ways to promote diversity and antidiscrimination. We document targets, measures, resources, and responsibilities.

### **Integrating diversity into internal and external communication**

In our communication activities, we strive for a balanced presentation that encourages disadvantaged groups. We actively communicate noteworthy examples of positive conduct in promoting diversity to ensure that they spread throughout the organization as best practices.

We provide the public with information about our approach to diversity and the progress being made in our established publications, such as the Sustainability Report.

### **Commitment to diversity for business partners**

We feel it is important that the topics covered by our Diversity Commitment also apply to interactions with customers, suppliers, and cooperation partners, and inform conduct on both sides. This is why we tell external partners about this Diversity Commitment and make sure they have access to it. Our additional requirements are defined in the Aurubis Business Partner Code of Conduct.

## Reporting and complaint system

Anyone who experiences discrimination or a violation of the principles set out in this Diversity Commitment can contact a supervisor, HR, the Corporate Legal Department, the employee representatives, or confidentially report to the Chief Compliance Officer or local compliance officers at the sites.

Employees, business partners, and other third parties can confidentially and anonymously report (possible) violations through our Group-wide whistleblower hotline at [www.aurubis.com/en/whistleblower-hotline](http://www.aurubis.com/en/whistleblower-hotline) or through the reporting mechanisms in place at the sites. There is no disadvantage for the whistleblower for making a report. The whistleblower's anonymity with respect to Aurubis is protected no matter what. We consistently investigate all reports.



Roland Harings  
Executive Board Chairman

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Aurubis AG  
Hovestrasse 50  
20539 Hamburg, Germany  
Phone +49 40 7883-0  
[Responsibility@aurubis.com](mailto:Responsibility@aurubis.com)