

# Policy statement International Corporate Social Responsibility

MCB's management is aware of its responsibility regarding ensuring International Corporate Social Responsibility (hereinafter referred to as ICSR). This ICSR policy meets a need to make sustainable development concrete, objective and demonstrable based on social involvement.

## Scope

This policy applies to (1) all employees of MCB Nederland B.V. It also applies, to the extent reasonably practicable, to (2) our upstream and downstream chains through partners, suppliers and third-party contractors.

It is emphatically not the intention that the ICSR management system describes everything exhaustively.

## Mission and vision

MCB acknowledges that business activities have an impact on social and environmental issues. To be honest: the production of metals consumes an enormous amount of energy. This means that real steps can be taken to make the traded products greener. Wherever we operate, we strive to avoid causing or contributing to adverse impact on employees, human rights, the environment, corruption, consumers and corporate governance and to facilitate access to restoration.

As a responsible company, we are committed to social and environmental due diligence as laid down in the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (UNGPs). We have joined the International CSR Covenant for the Metals Sector, a multi-stakeholder initiative to implement individual and collective due diligence and to jointly develop long-term solutions to address social and environmental risks in global metals and minerals supply chains.

Success is only possible through cooperation. So we have to do it **together**. By coming up with solutions for the supply chain and with the supply chain. In addition, sustainability is something of the long haul, **continuous improvements** will be made, so that we continue to reduce our emissions. We want to be a reliable partner in this by communicating openly and transparently. This is how we, together, come up with smart solutions.

## Our principles

MCB respects and always upholds internationally recognized human rights as described in the Universal Declaration of Human Rights, enshrined in the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

We are committed to the principles relating to fundamental rights formulated in the SDGs with MCB focusing on "affordable and clean energy", "responsible consumption and production", and "climate action".

## Environment

MCB works within the limits of its environmentally harmful activities and other relevant laws and regulations. Wherever possible, MCB is committed to achieving environmental improvements that go beyond the minimum legal requirements. Through a process of continuous improvement, the aim is to further minimize the environmental impact, prevent the occurrence of environmental impact and improve environmental performance.

MCB is committed to minimizing environmental impact, both on the side of incoming goods and in the remaining chain. When this extends to foreign partners, MCB ensures that international environmental agreements are complied with.

### **Labor and human rights**

Our employees are our most important link. MCB offers its employees direct, permanent employment with salaries well above the social minimum income, so that they and their families can provide themselves a living. MCB strives to be a good employer. Together, we create an open, pleasant, healthy and safe working environment in which (personal) development of our employees is given a lot of attention. In addition, MCB refrains from all forms of discrimination.

MCB expects its upstream and downstream chain partners in the Netherlands and internationally to treat employees in the same way.

### **Certifications and declarations**

In addition to our ICSR policy, we also use other policy documents, various certifications and statements:

- Code of Conduct
- Policy statement Quality, Health, Safety & Environment
- REACH statement
- RoHs statement
- International Conflict of Minerals
- ISO 14001:2015
- ISO 9001:2015

### **Approach**

MCB has embraced the six-step approach of the OECD Guidelines – Due Diligence Guide to Corporate Social Responsibility. This process focuses on identifying and assessing actual and potential negative impact that may be associated with the chain of international business. MCB strives for a broad stakeholder dialogue by involving staff, other stakeholders and/or external experts in identifying and mitigating risks. Observed negative effects are addressed. The approach will be evaluated and communicated.

### **Approval and supervision**

This policy statement has been endorsed by the Board of MCB. MCB will report on the progress of the implementation of this policy in the annual management review. The policy will be periodically reviewed to ensure it continues to meet our objectives. The ESG objectives are also tested annually. The objectives from the OECD guideline have been assigned to the underlying departments.

Management  
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