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2020

METALOR®

 **TANAKA**
A member of TANAKA

PRECIOUS ACTS FOR A PRECIOUS FUTURE

Precious are the metals we work and the attention we dedicate to stakeholders. Precious acts for a precious future is our dedication to being a successful company, which allows us to take on responsibility over the long term. The environment and the social and economic context, influenced by our actions, are above all precious acts.

For this reason, 'Metalor Precious Acts for a Precious Future' expresses our promise and our approach to responsibility and sustainability, which is manifested through 4 pillars. As one of the world's leading independent global companies (part of the Tanaka Group) working in the field of precious metals and covering all steps in the precious-metals value chain from refining to value-added products, we are committed to delivering high quality services while acting as a responsible and ethical participant in the global community.

We recognise that as a company, we have an impact on the world in which we live, and the people with whom we interact. Our actions affect our employees, our customers and suppliers, the communities in which we live and work, and the environment. For Metalor, Corporate Social Responsibility represents a company's commitment to operate in an economically, socially and environmentally sustainable manner. We are convinced that our responsible approach to business and the dedication and expertise of our employees are key factors that determine our long-term success.





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THE METALOR GROUP AND OUR CSR APPROACH

We have implemented as many codes as our principles require. They set out the fundamental values to which our partners must subscribe. These ethical and professional expectations are a means of ensuring that legislation and standards are respected; they also play an important role in upholding the credibility and principles of the Metalor group.

- > MESSAGE FROM OUR CEO
- > METALOR AT A GLANCE AND OUR CORPORATE GOVERNANCE
- > OUR APPROACH TO CSR
- > OUR STAKEHOLDERS
- > OUR FOUR PILLARS



'I CANNOT OVEREMPHASISE
THE INCREDIBLE DEDICATION
OF OUR 1,400 EMPLOYEES
WORLDWIDE.'



Metalor must continue to make a real contribution to people's lives. We can only do this by keeping our approach to sustainability at the heart of the way we do business.

We are very pleased to publish our first annual sustainability report, which describes all our initiatives to contribute to a better world. The core of this report is a catalogue of 17 Sustainable Development Goals (SDGs) based on the guidelines of the United Nations and divided into areas of society, environment, and the economy.

Four of these topics are particularly high priority for us: Transparency in the supply chain, Responsibility towards the Economy and Society, Environmental protection, and Development of our workforce. By reading this report, you will discover the many concrete initiatives taken by Metalor in these four areas. Of course, not everything is perfect but we will never stop making our contribution to a better world because we are convinced that Metalor's own sustainable growth depends on respect for our environment, our society, and our employees.

With the support of our shareholders, Tanaka, also active in the precious metals industry, we will continue to invest in the coming years in areas such as energy savings, safety of our employees, and sustainability in the supply chain. These are not vague promises: we undertake to publish each year the progress made and the future goals to be achieved.

Antoine de Montmollin, CEO Metalor

OUR MISSION

Our mission is to provide high quality products and services that exceed the expectations of our customers while upholding irreproachable ethics and promoting sustainable practices throughout our activity.

In this respect, one of our basic goals is to ensure a robust and traceable supply chain for all precious metals sourcing. We implement due-diligence processes and comply with the highest international standards, both legal and ethical. We are a founding member of the Swiss Better Gold Association and are actively involved in promoting the formalisation process of artisanal gold producers.

1852

DATE OF FOUNDATION

1,413

EMPLOYEES WORLDWIDE

29

CERTIFICATIONS

100%

FAMILY-OWNED

by Tanaka Kikinzoku, a family-owned Japanese company, established in 1885



3 REGIONS

AMERICAS
EUROPE
ASIA

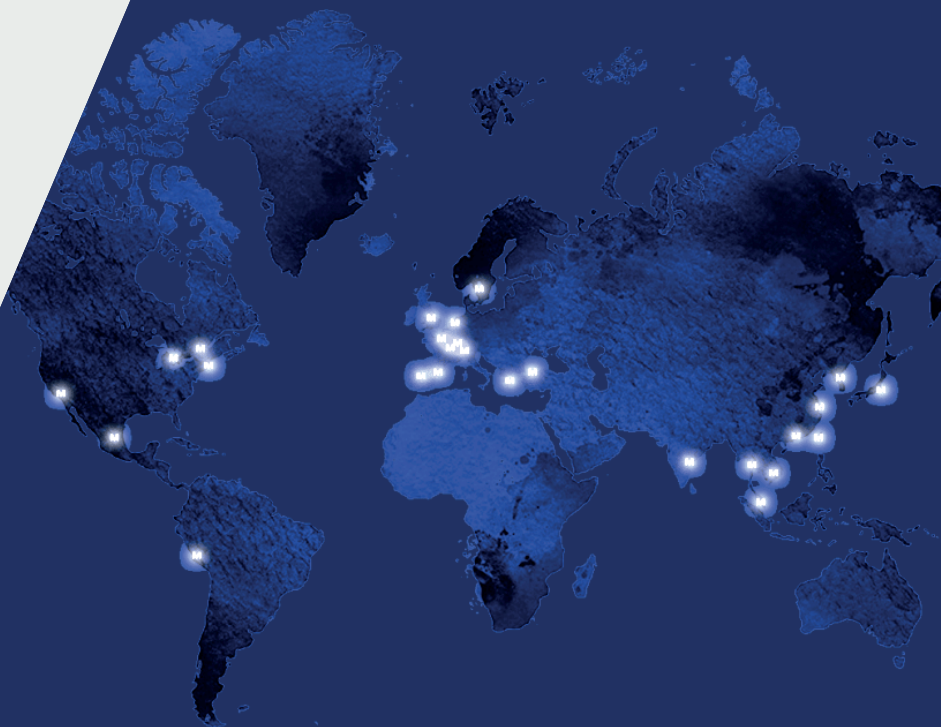
14 INDUSTRIAL SITES

ATTLEBORO USA
BIRMINGHAM UK
COURVILLE FRANCE
DONGFU CHINA
HONG KONG
KAOHSIUNG TAIWAN
LYSS SWITZERLAND
MARIN SWITZERLAND
NORTH ATTLEBORO USA
OULLINS FRANCE
PORT HURON USA
SAN LUIS POTOSI MEXICO
SINGAPORE
WUZHONG CHINA

15 COUNTRIES

CANADA*
CHINA
FRANCE
HONG KONG
ITALY*
MEXICO
NETHERLANDS*
PERU*
SINGAPORE
SPAIN*
SWEDEN*
SWITZERLAND
TAIWAN
UNITED KINGDOM
USA

* office





THE REFINING BUSINESS GROUP

The Refining business group sources all types of precious metal from eligible primary and secondary sources which are recycled at one of its five LBMA-certified refineries on three continents. The business group prides itself on maintaining exemplary traceability and on sourcing metals in accordance with strict social, environmental, and ethical standards. It works only with professional partners that comply with recognised international standards and establish responsible business practices.

The refined precious metals are transformed into various semi-finished and finished products, including cast and minted bars for investment markets, industrial intermediates (grains, powders, salts, watch and jewellery alloys, etc.) as well as catalysts for the chemical and pharmaceutical industries. Throughout its 165-year history, the Refining business group has continued to enhance and develop its technologies and state-of-the-art proprietary processes. It serves all major markets (LBMA, LPPM, SGE, COMEX, SBMA, TOCOM, etc.) in addition to a broad spectrum of banks and industrial customers.



THE ADVANCED COATINGS BUSINESS GROUP

The Advanced Coatings business group provides innovative solutions in precious metal plating, powders, and flakes, as well as chemicals, compounds, and plating equipment. The core activities focus on the application of metallisation technologies to serve and support customers operating in a broad range of markets: electronics, aeronautics, automotive, decorative, photovoltaics, pharmaceutical, biocides.



THE ELECTROTECHNICS BUSINESS GROUP

Metalor Electrotechnics is the leader in the development and production of silver-based electrical contacts. Metalor Electrotechnics products are the heart of the electrical switchgear devices such as breakers or contactors used in very diversified sectors like Power Distribution, Process Controls, Transportation, and Electrical Appliances. Thanks to fully vertically integrated plants located in China, France, and Mexico, we at Metalor Electrotechnics are proud to bring top-performing products and leading-edge technologies to all our customers around the world.



Metalor has grown financially in the last 168 years to become one of the strongest players in the field of precious metal. We serve our customer with the aim of delivering them customised solutions meeting their demands.

> 1,000 M USD

GROUP BALANCE SHEET

> 540 M USD

GROUP EQUITY

> 250 M USD

CASH & CASH EQUIVALENTS

> 2 BILLION USD

METAL FINANCING LINES

Metalor provides leasing lines available for gold, platinum, palladium, and silver

METALOR GOVERNANCE



Board of Directors

Metalor Board of Directors is responsible for setting and overseeing our strategy, organisation structure, and sustainability agenda.

The Board comprises 4 members.



Executive committee

The CEO and senior executives are responsible for the execution of company strategy, including the sustainability strategy and its implementation.

The Executive committee comprises 7 members.



Legal and Compliance

The group general counsel is responsible for overseeing and managing regulatory compliance issues, with particular focus on business due diligence, to ensure that management and employees are in compliance with the rules and regulations of regulatory agencies and standards, that company policies and procedures are being followed, and that behaviour in the organisation meets the Metalor Code of Conduct.

In addition to the group general counsel, the legal and compliance team comprises 3 lawyers, 1 compliance officer, and 1 paralegal.



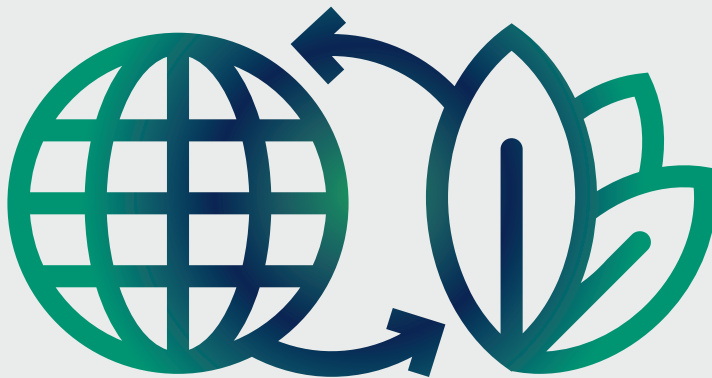
Standard and certification process

A team of four cross-functional members of senior management deals with all requirements concerning sustainability, quality, environment, health & safety, and communication.





METALOR®



OUR APPROACH TO SUSTAINABILITY: 'A CONTINUOUS RECYCLING LOOP'

For Metalor, the road to sustainability is very important, from raw materials and refining to the way we design and manufacture our products and the services we provide.

We are constantly working to integrate ethical, environmental, and social considerations into our business relationships. Metalor fully embraces its responsibility to promote business practices that respect the environment and human rights.

We work with business partners who share our values to defend and promote responsible and sustainable practices and encourage all industry stakeholders to collaborate and work together to create an industry that is committed to sustainable development.

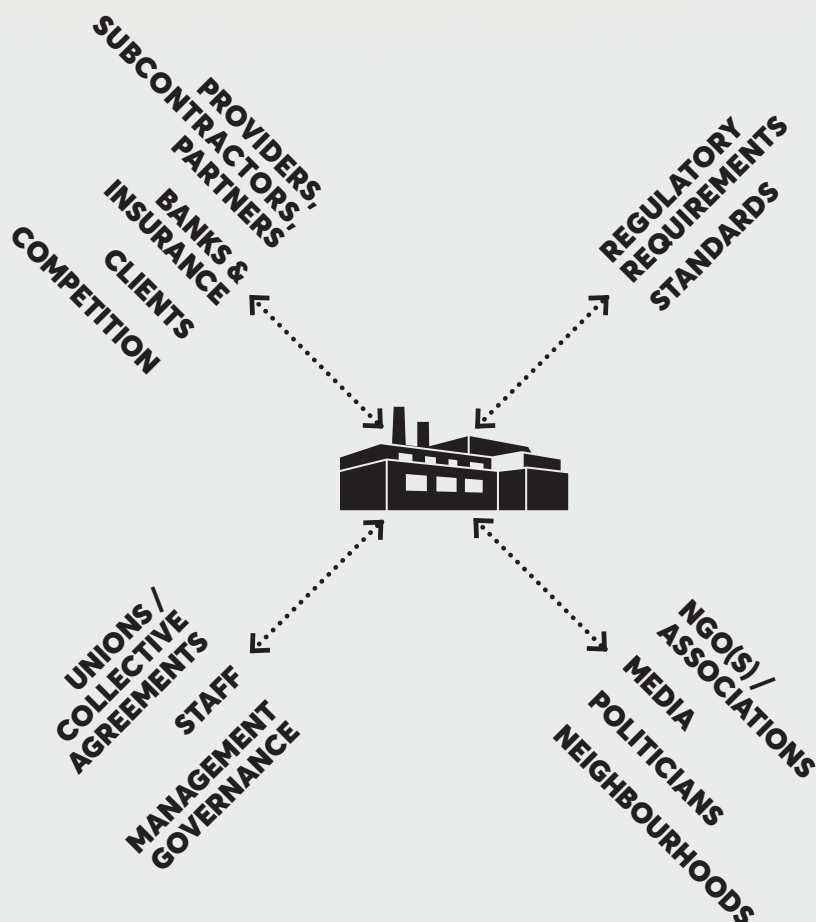
SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were developed by the United Nations (UN) as a comprehensive and universally recognised framework of global priorities and aspirations for 2030. Each goal has specific targets and together they aim to eliminate poverty, protect the planet, and ensure prosperity for all.

Our Sustainability Ambitions 2020 are closely linked to the SDGs, and our services support them, as shown in the mapping of our direct operations, supply chain, and services against the SDGs (see page 25). This mapping visualises our current contributions and supports us in creating aligned strategic plans, allocating resources, and developing associated local management and reporting processes.



SUSTAINABLE DEVELOPMENT GOALS



STAKEHOLDERS

Collaboration with our stakeholders is essential for our growth. In a spirit of transparency and mutual benefit, we work continuously to ensure their involvement in our operations.

We listen carefully to our stakeholders' opinions and suggestions, gathered by means of formal and informal channels.

We have regular meetings with a panel of sustainability experts from various fields to discuss what we do and how to improve. This open and transparent dialogue is fundamental for creating trust and synergies. It is the result of our team's years of experience in the industry and the expertise in responsibility and sustainability provided by professionals from different social contexts.

IDENTIFICATION AND EXPECTATIONS OF OUR STAKEHOLDERS

STAKEHOLDERS	ACTIONS TAKEN
Media & NGO(S) <ul style="list-style-type: none"> Ethics and integrity and compliance Supply practices Relations with institutions Human rights Responsibility and transparency of suppliers along the supply chain Certification of commitment Traceability 	<ul style="list-style-type: none"> Press and media relations office activities Seminars Support to local non-profit associations Assessment of involvement in non-profit projects linked to fair trade Sustainability report Regular meetings to foster dialogue and mutual understanding
Shareholders <ul style="list-style-type: none"> Economic performance Distribution of added value Reputation Ethics, integrity and compliance 	<ul style="list-style-type: none"> Shareholders Meeting Board of Directors Continuous collaboration and periodic targeted communication Annual Report, Sustainability Report, new website Involvement/alignment of Tanaka Kikinzoku Group CSR Benchmarking
Industry Associations <ul style="list-style-type: none"> Economic performance Ethics, integrity and compliance Collaboration on key projects 	<ul style="list-style-type: none"> Member of various associations and initiatives RJC – Responsible Jewellery Council LBMA – London Bullion Market Association (referee) LPPM – London Platinum and Palladium Market (referee) SBGA – Swiss Better Gold Association (founding member) UN Global Compact ASFCMP – Swiss Precious Metal Industry Association Swiss American Chamber of commerce FH – Federation of the Swiss Watch Industry EPMF – Precious Metals & Rhenium Consortium ECHA – European Chemicals Agency ISO TC/174 Technical committee represented in the board of those associations by elected individuals IPMI including its board, the European Chapter and the award committee Continuous collaboration with principal associations governing the precious metals sector Sustainability Report, video on sustainability, new website



STAKEHOLDERS

Institutions

- Payment of taxes
- Observance of rules
- Environmental impact
- Employment and safety
- Ethics, integrity and compliance
- Continuous collaboration and periodic targeted communication
- Sustainability Report, new website

Management

- Health & safety
- Economic performance
- Reputation
- Conditions of use
- Education and training

Staff

- Health and safety
- Environmental impact
- Ethics, integrity and compliance
- Reputation
- Conditions of use
- Education and training
- Efficiency and performance

Customers, Suppliers and Competitors

- Economic performance
- Ethics and integrity and compliance
- Partnerships
- Quality of products and services
- Reputation
- Responsibility and transparency of suppliers
- Supply practices

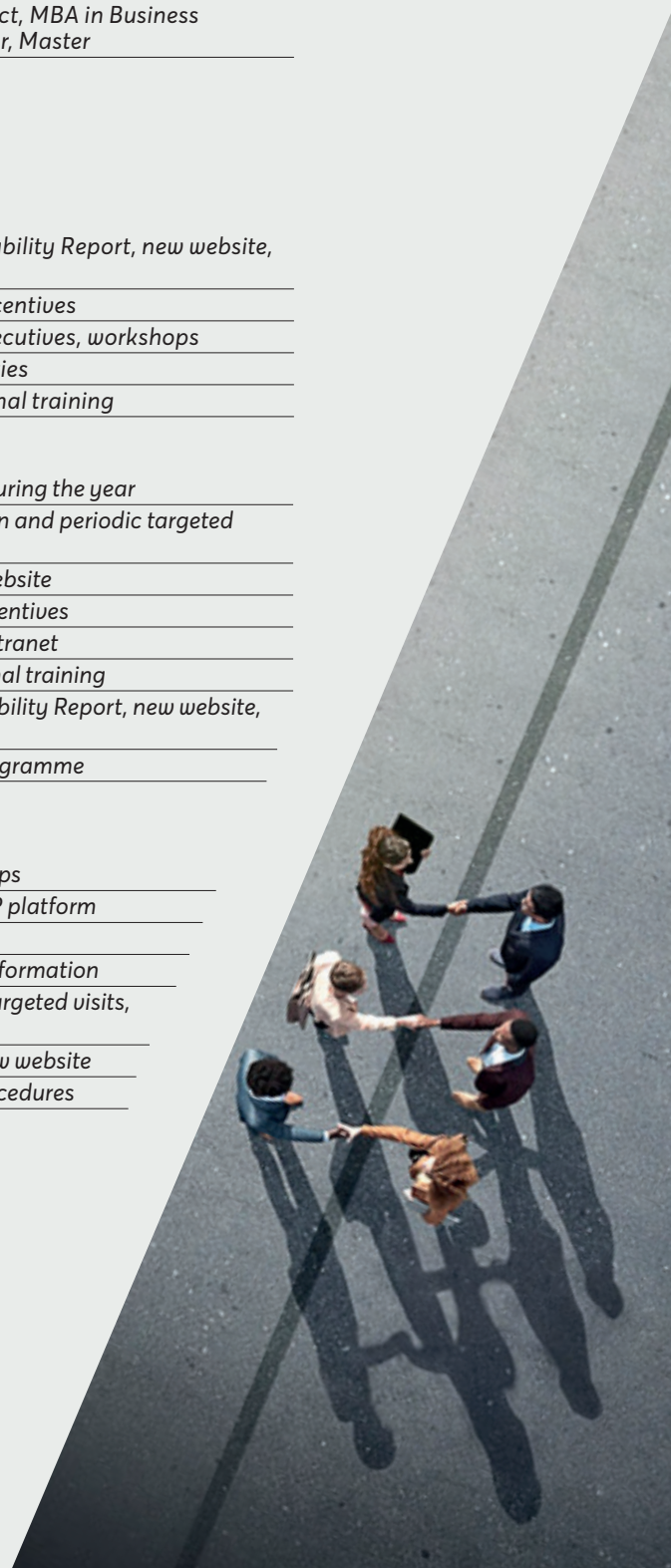
ACTIONS TAKEN

- Visits to Company by politicians and representatives of institutions
- Continuous collaboration and periodic targeted communication
- Sustainable mobility programme
- Company training project, MBA in Business Administration, Bachelor, Master

- Annual Report, Sustainability Report, new website, code of conduct
- Personnel policy and incentives
- Monthly meetings of executives, workshops
- Health & safety authorities
- Technical and professional training

- Regular H&S exercises during the year
- Continuous collaboration and periodic targeted communication
- Sustainability Report, website
- Personnel policy and incentives
- Periodic newsletter on intranet
- Technical and professional training
- Annual Report, Sustainability Report, new website, code of conduct
- Sustainable mobility programme

- Participation in workshops
- Participation in ASFCMP platform
- Compliance procedures
- Targeted personalised information
- Commercial activities, targeted visits, trade fairs
- Sustainability report, new website
- Supplier assessment procedures





STAKEHOLDER SURVEY

Corporate Social Responsibility (CSR) is a business practice that simultaneously addresses societal, environmental, and the company's economic priorities, ensuring that all of its stakeholders' expectations are fulfilled.

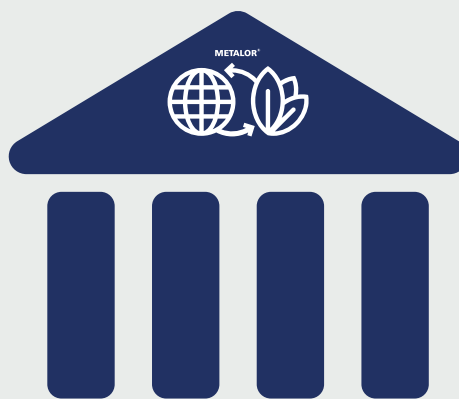
We identify our stakeholders' economic, environmental, and social goals. They inform our survey and the subsequent report. We keep our finger on the pulse in ongoing dialogue with our stakeholders, monitoring what they value and how these values evolve. This also allows us to keep tabs on how Metalor is viewed by various actors: non-governmental organisations (NGOs), the media, and the public as a whole. Our survey is conducted for the European, North American, and South American regions, all primary sources of our raw materials.

Our corporate responsibility reporting activities focus on topics that are relevant to our business and our stakeholders. We regularly undertake a materiality assessment in order to identify critical economic, environmental and social issues that may either have a significant impact on the company's business performance or substantively influence the assessments and decisions of our stakeholders. We believe that this helps us recognise new trends and evolve our strategy accordingly as well as align our reporting with the interests and needs of our business and our stakeholders.

IMPORTANCE TO STAKEHOLDERS	MAJOR			<ul style="list-style-type: none">2 Human Rights2 Business principles1 Precious Metals Supply Chain (transparency of suppliers)1 & 2 Ethical & Integrity2 Compliance2 Precious Metals' Certification (LBMA, LPPM, RJC)2 «Trusted» & Compliant Products
	SIGNIFICANT	<ul style="list-style-type: none">3 Water consumption2 Community relations / approach2 Taxation	<ul style="list-style-type: none">4 Employees health & safety3 CO₂ emissions3 Energy consumption3 Waste reduction2 Relations with stakeholders2 & 4 Training & education4 Decent employment - equal opportunities	<ul style="list-style-type: none">2 Economic value generated & distributed2 & 4 Assets security (concept & insurances)2 Geopolitical uncertainty : Africa, mines2 Circular economy3 Responsible use of Chemicals : sourcing & management
	MODERATE	<ul style="list-style-type: none">2 (ISO) Management systems' certification3 Materials used1 Other supply - non precious metals supply chain	<ul style="list-style-type: none">3 NOx emissions2 Cyber security	
	Moderate			
	Significant			
	Major			

IMPACT ON METALOR'S SUCCESS

- | | |
|-----------------|---|
| PILLAR 1 | Our commitment for a transparent and responsible supply chain |
| PILLAR 2 | Our responsibility in economy and society |
| PILLAR 3 | Our responsibility for the environment |
| PILLAR 4 | Our responsibility as an employer |



To measure and manage progress in sustainability, Metalor's CSR-approach is structured on four pillars:

OUR SUPPLY CHAINS, OUR SOCIAL AND ECONOMIC CONTRIBUTION, THE ENVIRONMENT, and OUR PEOPLE.



PILLAR 1:

OUR COMMITMENT TO A TRANSPARENT AND RESPONSIBLE SUPPLY CHAIN

We are working to ensure that all our supply chains are fair, sustainable, and transparent. For many years, we have been building long-term relationships with our suppliers as we believe that partnering and collaborating are essential to guarantee the success of our responsible sourcing commitment. Traceability and transparency are essential to ensure a fair and sustainable supply chain and to mitigate any potential issues. We expect our Business Partners to address this with equal care.



PILLAR 2:

OUR RESPONSIBILITY TO ECONOMY AND SOCIETY

We contribute to sustainable economic and social development. We work to ensure that Metalor's business practices contribute to the company's growth objectives as well as to long-term economic growth and social prosperity. We adapt our CSR activities to meet local needs and work to ensure that they generate positive benefits for the company and the community. At local level: we seek to create conditions that allow people to access quality jobs that stimulate the economy. The majority of our employees are local residents, contributing to regional economic growth.



PILLAR 3:

OUR RESPONSIBILITY TO THE ENVIRONMENT

We take our responsibility towards the environment and sustainability very seriously. We work to lessen the environmental impact of our business practices both at group level, through shared and centrally monitored objectives, and locally by harnessing opportunities for improvement at our individual sites. We also expect our suppliers to meet the same standards of environmental responsibility. For example, precious metal waste produced at our refining plants is processed on-site.



PILLAR 4:

OUR RESPONSIBILITY AS AN EMPLOYER

We are an employer with a strong sense of responsibility. In addition, we believe that the skills and expertise of our employees are vital to the long-term success of our company. Our responsibility as an employer covers: Work-life balance - Health and well-being - Training and development - Diversity and inclusion.





1

OUR COMMITMENT TO A TRANSPARENT AND RESPONSIBLE SUPPLY CHAIN

- > OUR COMMITMENT TO A RESPONSIBLE SUPPLY CHAIN
- > COLLABORATION WITH ORGANISATIONS AND STANDARDS
- > TYPES OF RISK
- > CHOOSING THE RIGHT BUSINESS PARTNERS
- > THE VALUE CHAIN IN THE PRECIOUS METAL INDUSTRY
- > CLIENT ONBOARDING PROCESS AT METALOR
- > MONITORING
- > MULTIPLE GUARANTEES
- > OUR GRIEVANCE MECHANISM



OUR COMMITMENT TO A RESPONSIBLE SUPPLY CHAIN

Metalor has developed its Supply Chain Policy over the last decade and we ask all our customers to abide by it. The goal of having a responsible supply chain is to ensure that precious metals come from legal and ethical sources, and that they have not been associated with illegal activities, crime, armed conflict, or human rights abuse. However, for Metalor, responsible sourcing implies more than just compliance. It is a reflection of how we do business, the values we uphold, and our commitment to ethical and environmental practices. Our adherence to responsible sourcing is grounded in the policies, procedures, and due diligence that we have instated at group level, irrespective of where the company operates.

RESPONSIBLE SOURCING

For Metalor, responsible sourcing implies more than just compliance. It is a reflection of how we do business, the values we uphold, and our commitment to ethical and environmental practices. Our adherence to responsible sourcing is grounded in the policies, procedures and due diligence that we have instated at group level – but this isn't all. We have actively contributed to the drafting of responsible sourcing policies and procedures on a global scale. In addition, all of our clients are endorsed by a compliance committee. All these consultations, investments, and efforts are geared towards a single goal: ensure that precious metals come from legal and ethical sources, and that they have not been associated with illegal activities, crime, armed conflict, or human rights abuse.

The protection of human rights in the precious metals industry demands increased effort and heightened vigilance. Codes of conduct, risk assessment, employee training, performance evaluation, and public disclosure: we already implement all United Nations recommendations. Also, anyone who witnesses a breach of human rights can inform us through a grievance procedure.

WE ACTIVELY COLLABORATE WITH THESE ORGANISATIONS

OECD guidance

LPPM guidance

FATF

RJC CoP

UN Global Compact

RJC CoC

UN SDGs

Swiss Better Gold Initiative

LBMA guidance

3

TYPES OF RISK ALONG METALOR'S SUPPLY CHAIN

- > NORMAL
- > HIGH
- > RESTRICTED

The list of countries in the 'high risk' and 'restricted' categories is based on the recommendations of third-party reports such as:

- The list of sanctioned countries, individuals, entities, and organisations published by SECO (Switzerland), OFAC (USA), the United Nations and/or the European Union.
- The conflict barometer of the Heidelberg Institute for International Conflict Research
- High-risk and non-cooperative jurisdictions (The Financial Action Task Force (FATF) published by the GAFI)
- Fragile and conflict-affected states according to OECD
- Corruption Perceptions Index of Transparency International Organisation

METALOR REFUSES TO PURCHASE
OVER 50% OF GLOBAL GOLD
PRODUCTION BECAUSE IT DOES
NOT COMPLY WITH THE RULES
AND CODES OF CONDUCT
IMPLEMENTED BY AND
FOR THE GROUP

CHOOSING THE RIGHT BUSINESS PARTNERS

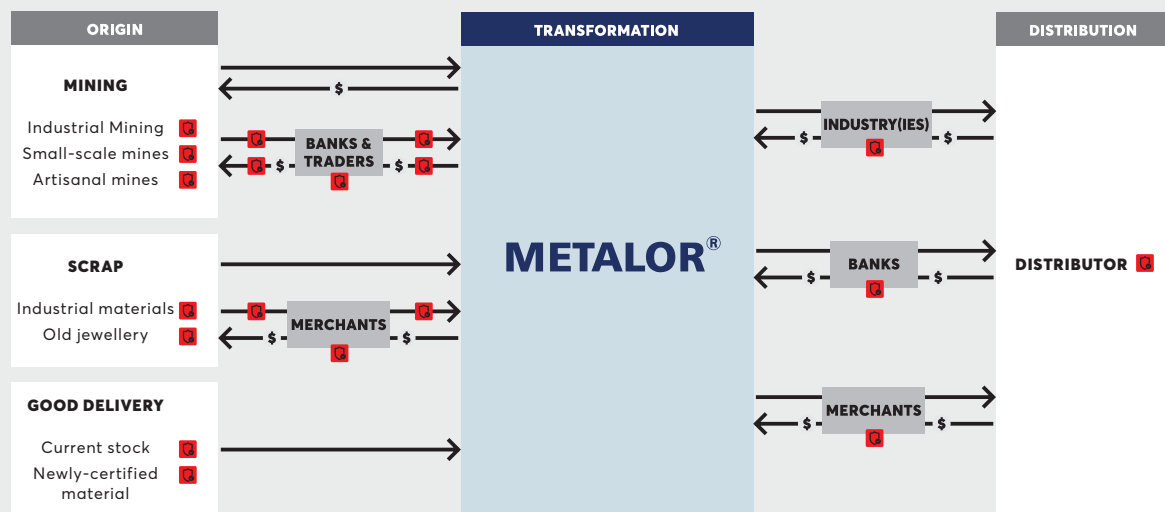
A responsible approach to business is essential to achieving long-term success. We expect our employees to act professionally, with integrity, and in compliance with applicable laws, regulations, due diligence requirements, and industry standards. Sustainability issues are taken into account as an integral part of our risk review process.

- *WHERE DO THE PRECIOUS METALS COME FROM?*
- *WHO IS PRODUCING THEM?*
- *ARE LOCAL EMPLOYEES OFFERED FAIR WORKING CONDITIONS?*
- *ARE LOCAL COMMUNITIES OFFERED FAIR LIVING CONDITIONS?*
- *WHO IS TRANSPORTING THE PRECIOUS METALS?*
- *WHO IS BENEFITING FINANCIALLY FROM THE BUSINESS?*



THE VALUE CHAIN IN THE PRECIOUS METALS SECTOR

The journey of a precious metal is a complex affair. Refineries play a key role in verifying the traceability and transparency of the entire process.

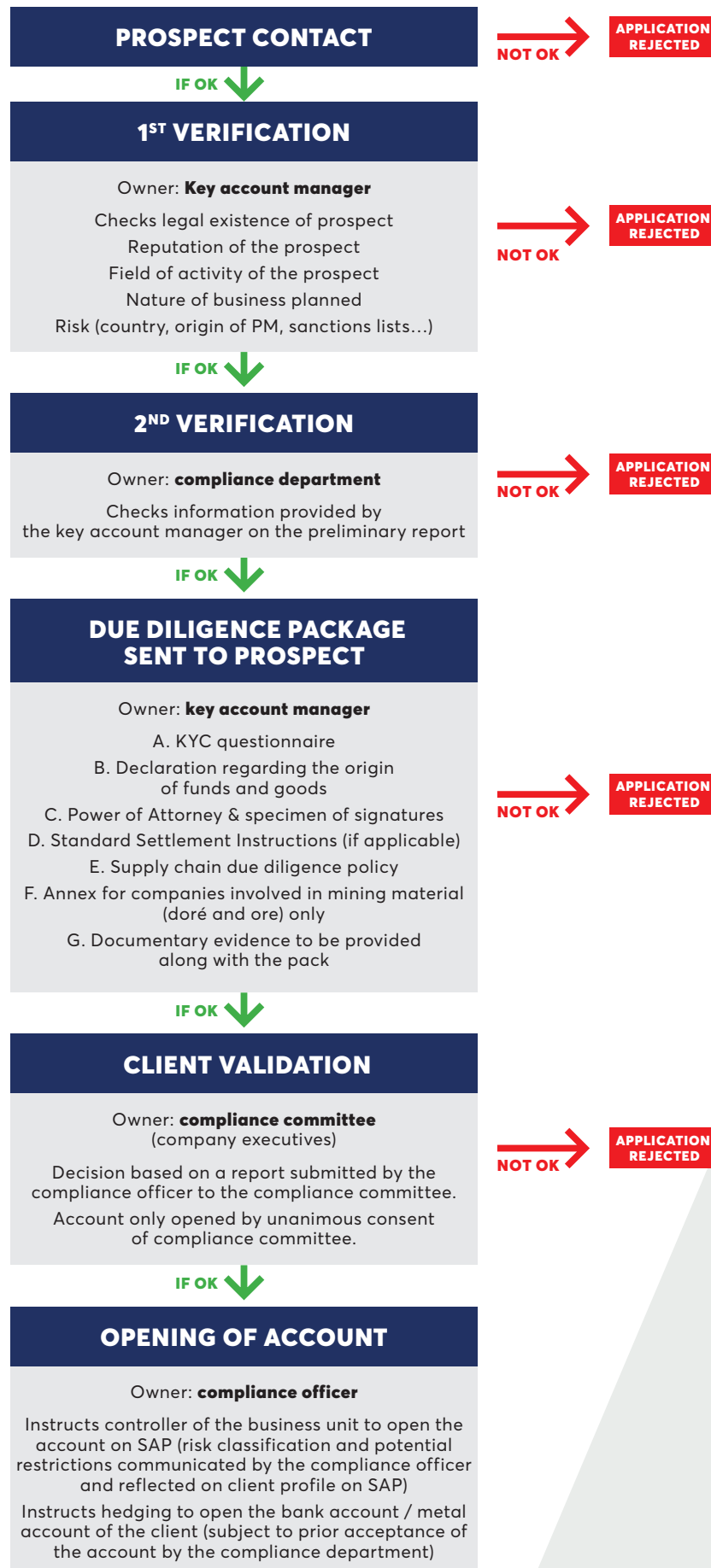


CONTROL POINTS

BREAKDOWN OF PRECIOUS METALS IN OUR SUPPLY CHAIN IN 2020

	Gold(Au)	Silver(Ag)	Platinum(Pt)	Palladium(Pd)
Recycled	75%	87%	100%	100%
Mine	25%	13%	-	-

PRECIOUS METAL BUSINESS PARTNER ONBOARDING PROCESS





MONITORING

Our compliance department reviews the file of each co-contracting party every 1 or 5 years, respectively, for high risk and normal risk customers. Normal risk companies (for example a listed company based in Switzerland and exclusively providing industrial waste) are reviewed every 5 years maximum. Of course, files are reviewed anytime a change in the corporation or the material origin occurs, regardless of the risk category.

When the Gold suppliers are not mines but collectors or traders, Metalor requires them also to implement compliance and due diligence system so that Metalor compliance standards are maintained along the supply chain. Metalor performs regular audits – including extended site visits – of its suppliers in order to verify their due diligence system and share best practices.

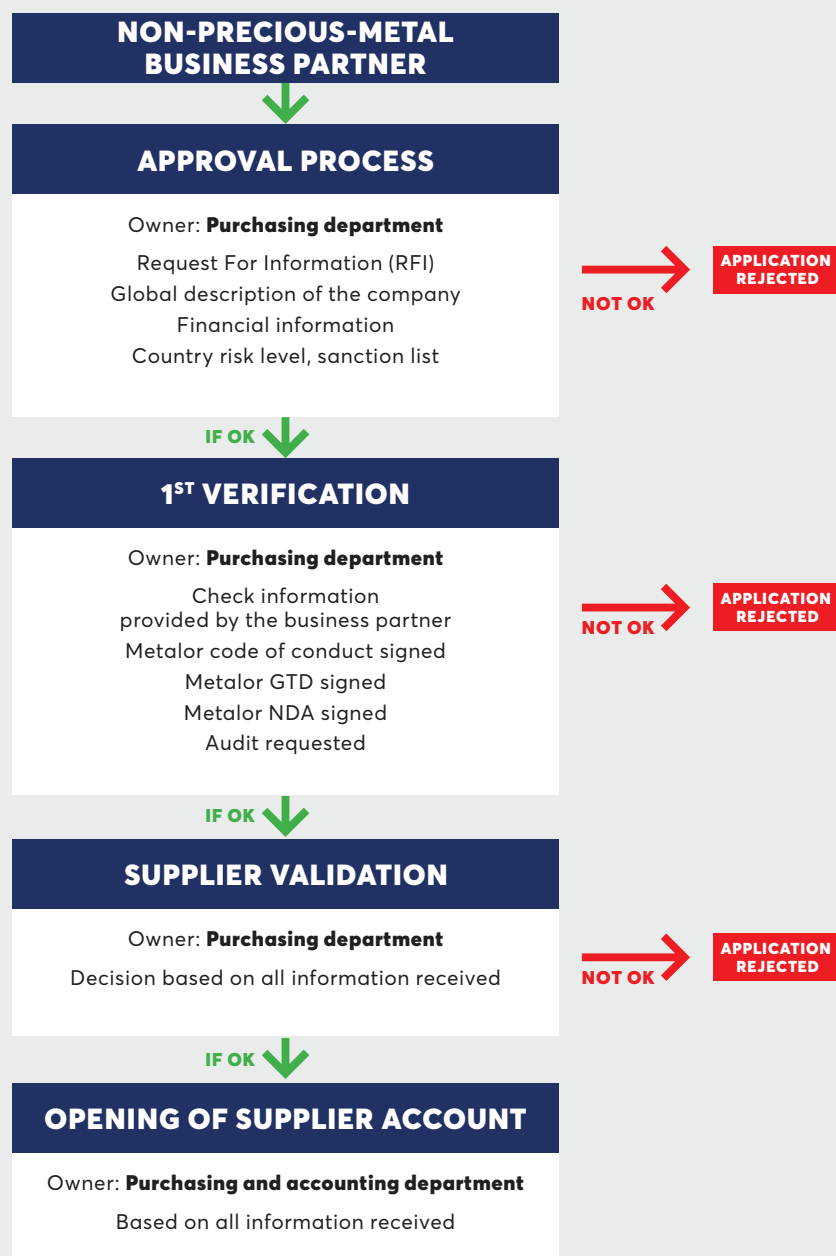
MULTIPLE GUARANTEES

The Metalor Compliance and Due Diligence system is global, standardised, and centralised. That means that the same criteria and processes are applicable regarding the onboarding and monitoring of customers and transactions, irrespective of the location of the customer, where it does business, or with which Metalor entity it deals. Furthermore, while the compliance work may be deployed in different regions of the world, the Metalor decision-making process regarding onboarding and monitoring of customers is performed in Switzerland by the Compliance Committee, a governance body that requires unanimity to adopt decisions.

From the anti-money-laundering perspective, the Metalor Compliance system is audited by the Swiss Authorities on a yearly basis. Metalor is subject to the Supervisory Authority of the Swiss Financial Market (FINMA) and audits are carried out by independent, external audit firms.

We organise regular on-site compliance visits to ensure that our standards apply. Our stringent due diligence requirements apply to gold and to other precious metals. In fact, we were one of the first refiners to obtain the RJC and LPPM accreditation for platinum and palladium – further proof of our commitment.

NON-PRECIOUS-METAL BUSINESS PARTNER ONBOARDING PROCESS



OUR GRIEVANCE MECHANISM

The grievance mechanism can be used anonymously by any employee or external party. All grievance procedures are addressed to the Group general counsel at the email address: **compliance@metalor.com**.

The group general counsel is responsible for overseeing and managing regulatory compliance issues, with particular focus on business due diligence, to ensure that management and employees are in compliance with the rules and regulations of regulatory agencies and standards, that company policies and procedures are being followed, and that behaviour in the organisation meets the Metalor Code of Conduct.

Typical grievance regard child labour, abuse of human rights, illegal gold or other precious metal, precious metals from conflict zones, corruption and bribery, and environmental policy violations.

The following standard corrective and preventive actions are in place at Metalor to respond to grievances:

- *ISSUE IS RECEIVED*
- *ROOT CAUSE IS ANALYSED*
- *COUNTERMEASURE IS DECIDED WITH DUE DATE*
- *PERSON IS NAMED TO ENSURE APPLICATION OF COUNTERMEASURES*
- *STATUS IS DETERMINED AT DUE DATE WITH FOLLOW-UP*

.....

**NO GRIEVANCE
REQUEST
RECEIVED IN 2020**

.....







2

OUR RESPONSIBILITY TO ECONOMY AND SOCIETY

- > BUSINESS PRINCIPLES
- > HUMAN RIGHTS
- > ANTI-CORRUPTION MECHANISMS
- > LEGAL
- > RESEARCH AND DEVELOPMENT
- > EDUCATION
- > SWORN ASSAYER
- > RESPONSIBILITY AS A REFEREE
- > NON-PROFIT ASSOCIATIONS, TRADE ORGANISATIONS, STANDARDISATION
- > INDUSTRIAL DEVELOPMENT
- > CONTRIBUTING TO CHARITIES



BUSINESS PRINCIPLES

We have implemented as many codes as our principles require. They set out the fundamental values to which our partners must subscribe. These ethical and professional expectations are a means for ensuring legislation and standards are respected; they also play an important role in upholding the credibility and principles of the Metalor group. We abide by a strict code of conduct stating that we do not, under any circumstances, maintain business relations connected to criminal activities or criminal or terrorist enterprises, or which could finance criminal or terrorist activity. We provide guidance regarding working conditions, social and environmental compatibility, transparency, collaboration, and trust-based dialogue.

HUMAN RIGHTS

The protection of human rights is a key purpose of corporate social responsibility. While the United Nations has set forth a precise definition of human rights and the mechanisms for their protection, the situation on the ground is far more complex. At Metalor, we are fully aware of the risks and difficulties associated with the geographic and legal environment of precious metal mining, as well as the ethical, racial and even discriminatory issues that may arise, and we never lose sight of these concerns. In our decisions and standards, we also address the child labour problem and make sure we take action for its abolition and prevention.

Human Rights underpin our initiatives and standards, dictate our working relations and partnerships, and govern our codes of conduct. In keeping with our values as a group, we have defined rules which apply to all Metalor companies. These, of course, incorporate third-party requirements at local and international level. We also conduct regular site inspections.

The protection of human rights in the precious metals industry demands increased effort and heightened vigilance. Codes of conduct, risk assessment, employee training, performance evaluation, and public disclosure: we already implement all United Nations recommendations. Also, anyone who witnesses a breach of human rights can inform us through our grievance procedure. A code of conduct is informing employees of group rules and procedures with respect to equal opportunity, human rights, workplace health and safety, conflict of interest and confidentiality.

Respect of human rights is a pre-condition to become a supplier of Metalor and is included in Metalor Supply Chain policy. The due diligence process does include a site visit to customers/suppliers to verify that the conditions on site do respect human rights, including but not limited to social rights. In terms of mapping its risk assessment of the human rights situation and in particular the risk of getting material from conflict zones, Metalor has a long standing policy of not sourcing from any central Africa country in line with the Dodd Frank Act provisions.

ANTI-CORRUPTION

Metalor's reputation is grounded in our integrity and ethical business practices. We uphold it through comprehensive codes of conduct that leave no room for interpretation. Corruption is one of the issues widely covered in these codes of conduct. Indeed, corruption has devastating effects, such as a barrier to growth, cost escalation, unfair competition, and rising inequalities.

Metalor legal and compliance team has implemented a due diligence documentation and KYC questionnaire to assess and monitor potential and existing customers, also in line with LBMA requirements. Furthermore, LBMA annual audits and RJC Code of Practices mid-term review were passed in March 2021 which does recognize the strength of Metalor processes and transactions as far as the risk of corruption and money laundering is concerned.

ANTI-CORRUPTION MECHANISMS

We have responded to this serious matter by implementing a range of anticorruption mechanisms:

- DUE DILIGENCE PROCESS
- ANTI-BRIBERY POLICY
- CODE OF CONDUCT FOR METALOR TEAMS
- CODE OF CONDUCT FOR SUPPLIERS

Further measures complete these legal frameworks: zero tolerance, risk assessment, employee training and awareness, and public disclosure of policies and practices. As with other aspects of corporate social responsibility, we have introduced rules that apply across the entire Metalor group – and are presented to a special working committee for approval. As we continue to raise the bar for ourselves, we make it a point of honour to help our partners do the same so that we can go on working together into the future. Also, anyone who witnesses a breach of anti-corruption can inform us through a grievance procedure.

LEGAL

The legal & compliance team at Metalor Technologies comprises four lawyers, one compliance officer, and one paralegal. The approach of the legal function is to find solutions for Metalor internal customers to help them to do better business without compromising Metalor values. The goal is to create a bond that encourages agility and the ability to respond to Metalor stakeholders' needs and requirements. However, the aim is not to sit on the side lines of the business arena, but rather be a part of it. The legal team is required to deal with matters concerning the highly regulated precious metals industry, in particular with regards to compliance-related work to maintain the reputation of the company. An important element is that even though two members of the team are based abroad – one in China and one in the U.S. – we have established a direct reporting line to Switzerland so we ensure that the same criteria and standards are followed across the group. The legal team considers itself generalist business lawyers' with the goal of being involved in business matters early to better understand and serve the internal customers. The area that has evolved the most is the department's approach to compliance. In this sense we have moved from a project approach to a process, especially in terms of all the external audits Metalor has to pass on a yearly basis.





R&D

Since its establishment in 1852, Metalor Technologies has always supported active Research & Development teams. This interest in innovation led to multiple achievements in Switzerland already in the early 20th century: the company was the first to establish a precious metals refining process, to develop new gold alloys with nickel, to produce and sell dental alloys made of precious metals, and to make high purity silver nitrate. R&D operations are located in Europe, America, and Asia to provide advice and assistance to our customers, thus enabling strong and lasting relationships

Today, we use our expertise and experience in precious metals to develop innovative products, and support our customers by working in collaborative partnerships, including customisation of products. In 2016, a new R&D entity called 'New Business Development' was established within the Refining Business Group. The goal of this entity is to develop new products and services in the five following fields:

1. CHEMICAL CATALYSTS
2. METALLURGICAL PRODUCTS
3. BRAND PROTECTION
4. RECYCLING
5. NEW TECHNOLOGICAL PRODUCTS

Many projects generated by the R&D group have been successful and are now at industrialisation stages, including:

- CHEMICAL CATALYSTS, FOR WHICH A NEW SITE WAS ACQUIRED IN AUTUMN 2020
- ISO 17034 CERTIFIED REFERENCE MATERIALS, METALOR BEING THE FIRST AND ONLY COMPANY ACCREDITED TO PRODUCE PRECIOUS METAL REFERENCE MATERIALS
- BRAND PROTECTION INITIATIVES, INCLUDING BULLIONPROTECT™ SECURITY FEATURE

Several of these R&D projects were and are being developed with research partners, from both the industrial and the academic world. These successful partnerships include large companies such as SICPA (the world leader in security inks) as well as smaller start-ups like Phasis (which was originally founded at the University of Geneva). Metalor also has close relationships with Swiss academic institutions such as the University of Lausanne and HES Fribourg, with French universities in Bordeaux, Grenoble, and Rennes, and with the German Fraunhofer Institute in Dresden.

Building bridges with academic institutions, but also offering possibilities to researchers to collaborate with Metalor in various fields, was quickly identified as a key factor for R&D successes, and hence a priority for our company. Every year we host students working towards their bachelor or master thesis either within our company or on Metalor projects within their institutions. A significant number of our own R&D researchers are former students whom we hired after their graduation.

We also regularly give mandates to those institutions to work for our company in specific precious-metal areas, providing constant support, including funding. For example, Metalor is one of the sponsors of the 125th anniversary celebrations of HES Fribourg in 2021.

As key partner to its customers, Metalor is engaged in different projects to forge the future of electrical contacts:

- *PROGRESSIVE PHASE-OUT OF CADMIUM*
- *REDUCTION OF SILVER MASS IN CONTACTS AND OPTIMISATION OF EXISTING RANGES*

UNIVERSITIES OF LAUSANNE AND GENEVA

SWITZERLAND



SUMMARY

After an extensive 2-year research programme carried out in cooperation with the Universities of Lausanne and Geneva, Metalor is in a position to validate, through a geoforensic passport assigned to each source, the origin of mined precious metals. This constitutes a major development in securing the supply chain, particularly in the gold industry.

The details will be presented by the lead researcher, Dr Barbara Beck from the Lausanne University, together with Dr Jonathan J. Jodry from Metalor, at the LBMA Ninth Assaying and Refining Conference taking place from the 15th to the 17th of March 2021.

This research has been co-financed by the InnoSuisse Swiss Innovation Agency, together with Metalor.

This new scientific approach tested in the laboratories of Metalor in Marin (Switzerland) over the last year, makes it possible to corroborate that the origin of a given mined metal fully corresponds to the shipment documentation from the supplier, paving the way to fully transparent information regarding the area where the gold was mined. This represents a reliable tool to provide authorities, customers, suppliers, and stakeholders in general with the necessary assurances around this key issue.



EDUCATION

Metalor Technologies is a company fully dedicated to training and professional development. We offer apprenticeships each year in various areas (administration, chemistry, metallurgy, IT). We also encourage professional development and training for our current employees – for example, we have trained a dozen sworn assayers in recent years, allowing these employees to play a key role in precious metals evaluation.

SWORN ASSAYER

In Switzerland, trade, melting, and analysis of precious metals are regulated by the 'Federal Act on the Control of the Trade in Precious Metals and Precious Metal Control (Precious Metals Control Act, PMCA).

This law provides a very high level of consumer protection by requiring companies active in this area to respect several crucial points such as:

- *OBTAIN A PATENT TO MELT AND/OR ANALYSE PRECIOUS METALS*
- *USE AT LEAST ONE SWORN ASSAYER, ONLY AUTHORISED TO CERTIFY FINENESS OF MELTED MATERIALS*
- *KEEP ALL RECORDS RELATING TO TRADE AND ANALYSIS FOR AT LEAST 10 YEARS*
- *UNDERGO REGULAR MONITORING AND GOVERNMENT AUDITS*

The profession of sworn assayer is central to the trade of precious metals. Although employed by a private company like Metalor, he or she is under the supervision of the Central Precious Metals Control Office and takes an oath to respect and enforce the PCMA within its company. To become a sworn assayer, a role that exists only in Switzerland, an applicant must undergo both classroom and practical training in the following areas:

- *LEGISLATION*
- *GENERAL KNOWLEDGE AND TECHNOLOGY OF PRECIOUS METALS*
- *CONSTRUCTION AND MANUFACTURING PROCESSES*
- *CONVENTIONAL TEST METHODS, INCLUDING CUPELLATION AND VOLUMETRIC ANALYSES*
- *SPECTROSCOPIC ANALYSES*
- *QUALITY MANAGEMENT*

This training takes place over two years and is recognised by a federal diploma. After successful completion of both practical and theoretical exams, the candidate will be sworn in. This rigorous procedure has helped to make the Swiss financial centre the heart of precious metal refining worldwide.

In 10 years Metalor has successfully trained 7 employees to be sworn assayers. Currently 3 employees have been hired to undertake this training process.



RESPONSIBILITY AS A REFEREE

Metalor laboratories provide an extended range of services within the company, from evaluation of incoming material to quality control on finished products, as well as support to R&D and new businesses. There are 12 laboratories around the world, and our headquarters' laboratories located in Switzerland are **ISO 17025** and **ISO 17034** accredited, and work as referee for both the London Bullion Market Association (LBMA) and for the London Platinum & Palladium Market Association (LPPM). **Metalor is one on the five worldwide Referee for LBMA and LPPM.**

Metalor is the only ISO 17034 accredited producer of certified reference materials in the field of precious metals.

Metalor laboratories are extremely well-equipped, with 3 spark discharge spectrometers (OES), more than 10 atomic absorption spectrometers (AAS), more than 10 X-ray fluorescence (XRF) spectrometers, and more than 20 inductively coupled plasma optical emission spectrometers (ICP-OES), all replaced or upgraded on a regular basis. Metalor collaborates with preeminent scientific instrument manufacturers to develop precious metal applications. Metalor also develops many of its analytical methods in-house, from spectroscopy to gravimetry.

Metalor has also built a number of machines in-house, such as an automated auto-parting machine for the cupellation process. This machine allows automatic and fully-controlled nitric acid treatment of the cornet coming from the cupellation, significantly lowering uncertainty associated with the process.

7

SUCCESSFULLY TRAINED EMPLOYEES BY METALOR AS SWORN ASSAYERS IN 10 YEARS.

GRADUATES IN 2009	3
GRADUATES IN 2011	1
GRADUATES IN 2013	1
GRADUATES IN 2019	2
CURRENT TRAINEES	3



NON-PROFIT ASSOCIATIONS, TRADE ORGANISATIONS, STANDARDISATION COMMITTEE

Metalor Technologies **is one of the five LBMA** (London Bullion Market Association, for gold and silver) **and LPPM** (London Platinum and Palladium Market, for platinum and palladium) Referees. As a referee, our company assists in maintaining the Good Delivery Systems of those two associations. Our functions include manufacturing of reference samples, analyses of bullions across the market, examination of applications of new refineries, and scientific conferences and materials support.

The LBMA and the LPPM are at the heart of precious metals trading, and their rules are applied internationally. Metalor Technologies **is represented on the boards of those associations** either directly (by Dr Jonathan J. Jodry at the LPPM) or indirectly through its parent company, Tanaka Kikinzoku (by Mr. Hitoshi Kosai at the LBMA).

Standards are absolutely crucial in the trade of precious metals. Both analytical and product standards are developed and maintained by the **ISO/TC 174** (TC = technical committee). These standards have extensive application, ranging from how to sample precious materials or perform specific analyses to which specifications to follow for investment products. Metalor sends its experts to the ISO/TC 174 meetings to help in this work. Some 40 countries currently take part in this technical committee, which is chaired by Dr Jonathan J. Jodry from our company.

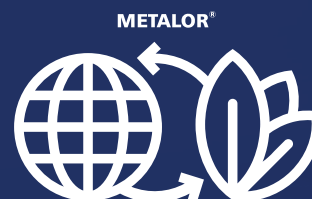
Non-profit associations working in the field of precious metals are also supported by Metalor Technologies, including the IPMI (International Precious Metal Institute). This large, unanimously recognised key player in the education and training of people working with precious metals, is a U.S.-based association with a European Chapter. Metalor is involved in multiple areas of the **IPMI**, including its board, the European Chapter and the Award Committee. For many years, our company has sponsored an annual award to students working with precious metals in academic institutions, thus boosting scientific developments in the field.





EPMF EUROPEAN PRECIOUS METALS FEDERATION

BELGIUM



SUMMARY

Metalor Technologies is a Board member of the European Precious Metals Federation (EPMF).

Since 2007, EPMF has supported European companies working with precious metals. The Federation has 35 Member Companies and 3 national associations; it facilitates interfacing among policy makers, regulatory authorities, and the precious metals industry on a wide range of issues. It is a centre of excellence in chemical management created initially to ensure compliance with the European Union REACH regulation.



European Precious Metals
Federation

EPMF

EPMF informs its members of the latest developments and addresses issues in the following areas:

- Chemical regulations
- Risk management
- Environment, Health, and Safety (EHS)
- Occupational Health
- Responsible Sourcing and Due Diligence
- Trade, Taxes
- Sustainability & Circular Economy

METALOR WITHIN EPMF

As part of the EPMF Board, Metalor Technologies is proactively involved in enhancing the effectiveness of EPMF actions.

Metalor Technologies is a leader in this Federation, which works with EU authorities on how the industry can improve knowledge and actions as regards sustainability and the circular economy: 'Precious metals are rare and Europe's future depends on the intelligent use and re-use of these unique materials.'

For more information:
www.epmf.be



INDUSTRIAL DEVELOPMENT PLAN

Metalor invests in the deployment and rationalisation of its industrial facilities by building new sites, expanding its existing sites, and acquiring new sites on three continents.

Five projects have been completed since 2013 in China, Singapore, Mexico, and Switzerland allowing business development, activity and process improvements, security enhancement and continuous improvement in overall efficiency at group level.

Two new projects are underway: a new site in France is under construction and will be operational in January 2022; our existing site in the United States is being expanded for a ramp-up in April 2023.

WUZHONG CHINA

NEW SITE (Owned)
METALOR
ELECTROTECHNICS
(SUZHOU) LTD

Electrotechnics Business Group

STAFF 120

CONSTRUCTION YEAR 2013

LAND 28,586 m² BUILDING 15,300 m²



SUMMARY

Metalor Electrotechnics operations rationalisation at one site in Asia. Capacity increase. Business development. Metalor Security measures implementation.

SINGAPORE SINGAPORE

NEW SITE (Rented)
METALOR TECHNOLOGIES
SINGAPORE PTE LTD
Refining & Advanced Coatings
Business Group

STAFF 70

CONSTRUCTION YEAR 2012-14

BUILDING 3,121 m² in an industrial building



SUMMARY

Metalor Refining activity development in southern Asia. Regrouping of existing AC activities and new RE activities on one new site. Capacity increase. Business development. Metalor Security measures implementation.

SAN LUIS POTOSI MEXICO

NEW SITE & SITE EXTENSION (Rented)

METALOR TECHNOLOGIES
OPERATIONS MEXICO SA
DE CV

Electrotechnics Business Group

STAFF 260

CONSTRUCTION YEAR 2013 Phase 1
2015 Phase 2

LAND 12,000 m² BUILDING 11,920 m²



SUMMARY

Metalor Electrotechnics operations rationalisation in the Americas on one site (vs 3). Capacity increase, Business development, Metalor Security measures implementation.

MARIN SWITZERLAND

SITE EXTENSION. (Owned)

METALOR TECHNOLOGIES SA
Refining, Advanced Coatings
& Metalor Corporate Scs
Business Group

STAFF 280

CONSTRUCTION YEAR 2014-15

LAND 24,800 m² BUILDING 21,000 m²



SUMMARY

Regroup all Metalor Swiss activities on ONE site (vs 3), Metalor Security measures upgrade, Labs rationalisation and continuous improvement.

LYSS SWITZERLAND

NEW SITE ACQUISITION (Owned)

METALOR TECHNOLOGIES SA
Refining Business Group

PROJECTED STAFF 10 (to 30)

ACQUISITION IN 2020

OPERATIONAL IN Q2 2021

LAND 6,875 m² BUILDING 3,030 m²



SUMMARY

Capacity increase for Metalor Swiss activities (added to Marin), business development.



OUR RESPONSIBILITY IN ECONOMY
AND SOCIETY

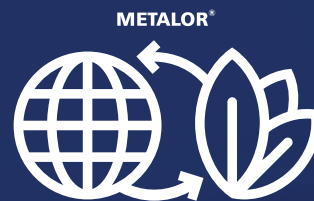
CONTRIBUTING TO CHARITIES

No matter how many improvements we have made to general living standards, they have not reached all parts of the world. Metalor is quite aware of this situation and contributes to humanitarian projects and local economies.

As a leading company in the development and production of electrical contacts for electrical applications, it is important for Metalor to support an association that is well-known and active in this field. It is also important for Metalor to engage with an association in order to offer employees the opportunity to participate in a humanitarian programme through the company.

LIGHT FOR ISOLATED VILLAGES **ELECTRICIENS SANS FRONTIÈRES**

PHÔNGSALY, Laos
2019-2020



SUMMARY

Electriciens sans frontières has been working in Phongsaly Province since 2007, implementing pico hydropower and off-grid electricity solutions in 45 villages in the districts of Nhot Ou and Phongsaly. Between 2018 and 2020, Electriciens sans frontières launched an electrification programme that benefits 6 villages in Phongsaly Province. In November 2019, two METALOR employees had the opportunity to participate to in this mission as part of this partnership.



BENEFITS

- Give employees the opportunity to join a team working on a village electrification project.
- Federate employees around this project.
- Involve METALOR in a humanitarian project.
- Promote this partnership to our partners.

NEXT ACTIONS

METALOR and Electriciens sans frontières are determined to continue developing their partnership. Due to the current worldwide health crisis, some actions have been postponed. However, the goal remains to strengthen our relationship through various actions either locally (France) or somewhere in the world where METALOR can contribute to helping people. The idea would be to develop our own project.









OUR RESPONSIBILITY TO THE ENVIRONMENT

- > OUR ENVIRONMENTAL APPROACH
- > HOW TO SAVE ENERGY, ENERGY COSTS AND CO2 EMISSIONS
- > LONG-TERM INVESTMENTS
- > OUR GRIEVANCE MECHANISM
- > OUR KEY PERFORMANCE INDICATORS
- > ENVIRONMENTAL SUSTAINABLE DEVELOPMENT – ACTION PLAN
- > CONCLUSION



OUR ENVIRONMENTAL APPROACH A PERMANENT RESPONSIBILITY

We believe we have a permanent responsibility at every stage in the precious metal value chain – a responsibility that extends to our workforce. It is vital that each employee understands and respects the group's commitment to sustainability, but also the importance and value of individual action; that each of them, in their job and in their own way, can contribute to this group-wide effort. This ethos has earned us our reputation as the leading global refiner in promoting environmentally sustainable processes. Focusing on responsible operations, we take steps to reduce pollution arising from our products and services, in both mining activities and the refining process. Metalor Switzerland, France, and United Kingdom business units are ISO 14001 certified! All refining plants are RJC and LBMA certified.

Metalor's environmental management team requires that the environmental hazards of the group's activities be clearly identified using PFMEA risk analysis, and that measures are implemented to prevent environmentally harmful incidents from occurring. Metalor is committed to minimising the amount of energy, water, and other natural resources used in its processes, as well as the amount of waste these processes generate. For example, we track water and air emissions as part of a sustained effort to limit the impact on the environment of waste from the refining process.

HOW TO SAVE ENERGY, ENERGY COSTS, AND CO₂ EMISSIONS

Climate Change has been a megatrend for over a decade. Metalor underscores the need for businesses to lead by example and contribute to decarbonising the economy. We intend to focus on energy efficient, low carbon emission Metalor sites. Therefore, we ask our subsidiaries to fill in our Excel file mapping survey. It is the first step in forming a group with environmental visions, clear commitment, and effective actions.

Our goal is to:

- BE A COMPANY WHICH TAKES DECARBONISING SERIOUSLY
- ACKNOWLEDGE OUR EFFORTS ALREADY IMPLEMENTED ON OUR SITE
- SHARE OUR FUTURE PLANS ON REDUCTION OF CARBON EMISSIONS
- MEASURE OUR PROGRESS IN COMPARISON WITH LAST YEAR'S SURVEY

.....

3

.....

MILLION USD IN 2020

TO OPTIMISE MACHINERY,
ENERGY MANAGEMENT
AND PRODUCTION,
PHOTOVOLTAICS AND OTHER
INFRASTRUCTURES

MEASURES TO MINIMISE CARBON EMISSIONS

Measures implemented in recent years to minimise carbon emissions, recover wastewater, and optimise energy consumption include:

- SOLAR-GENERATED ELECTRICITY
- COOLING SYSTEM
- REVIEW ELECTRICAL CONSUMPTION LOAD PROFILE
- REVIEW WATER CONSUMPTION
- IDENTIFY ENERGY CONSUMERS FOR EFFICIENCY UPGRADE (MELTING FURNACE)
- REPLACE ALL INCANDESCENT LAMPS WITH LEDS

LONG-TERM INVESTMENTS

In 2020, we invested close to 3 million USD to optimise machinery, energy management and production, photovoltaics, and other infrastructures with the single aim to live up to the group's ambitions and generate positive repercussions for the environment. In addition to investments already made, numerous other projects are in preparation or are ready to roll out.

Last but not least, each year we carry out a review of legislation and standards to ensure that our environmental requirements remain at the highest level.

OUR GRIEVANCE MECHANISM

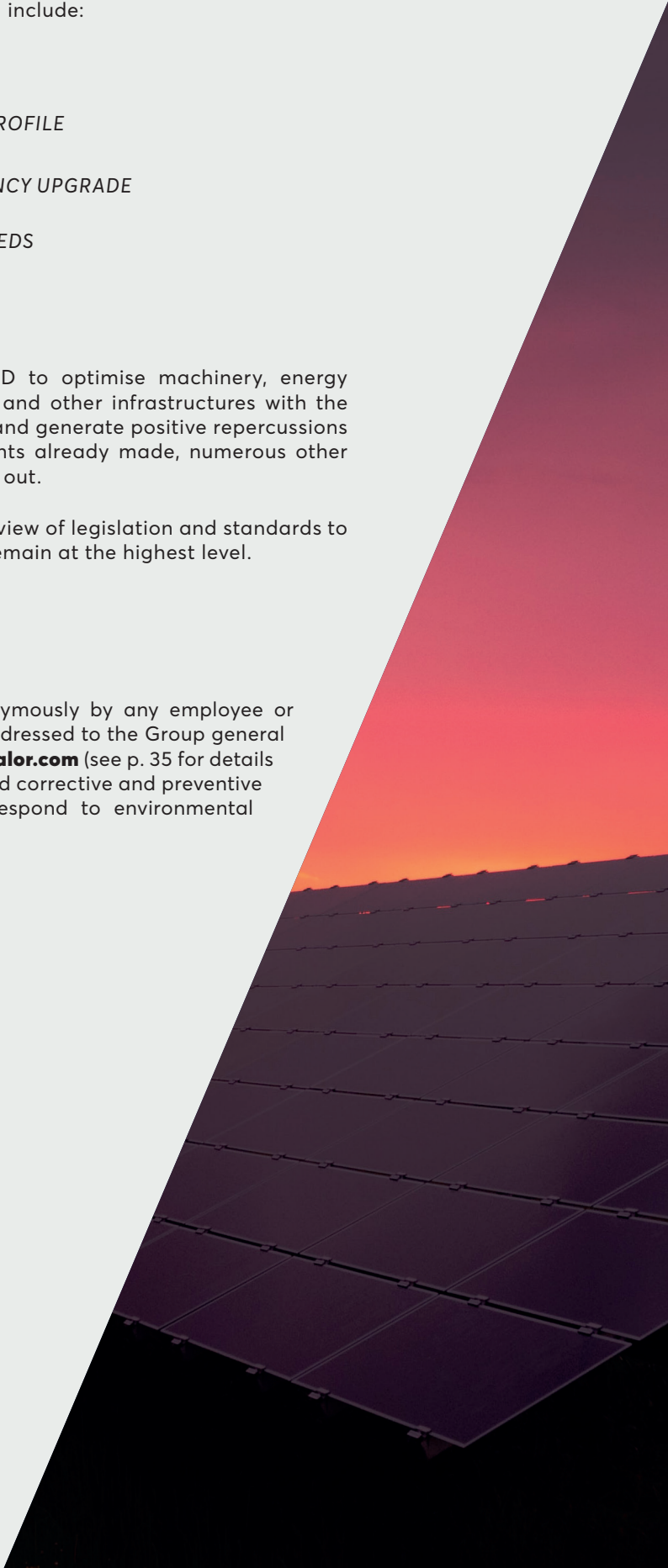
The grievance mechanism can be used anonymously by any employee or external party. All grievance procedures are addressed to the Group general counsel at the email address: **compliance@metalor.com** (see p. 35 for details on Metalor grievance mechanism). Our standard corrective and preventive actions in place at Metalor are ready to respond to environmental grievances such as:

- WATER POLLUTION
- AIR POLLUTION
- SOIL POLLUTION
- SOUND NUISANCE

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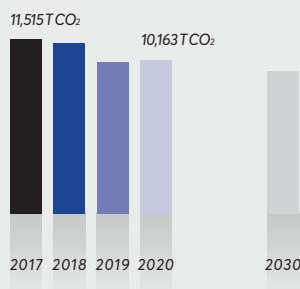
NO GRIEVANCE REQUEST RECEIVED IN 2020

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OPERATIONAL CARBON FOOTPRINT*

in 2020: 10,163 tons of CO₂



2017-2018

Compliance with local regulations.

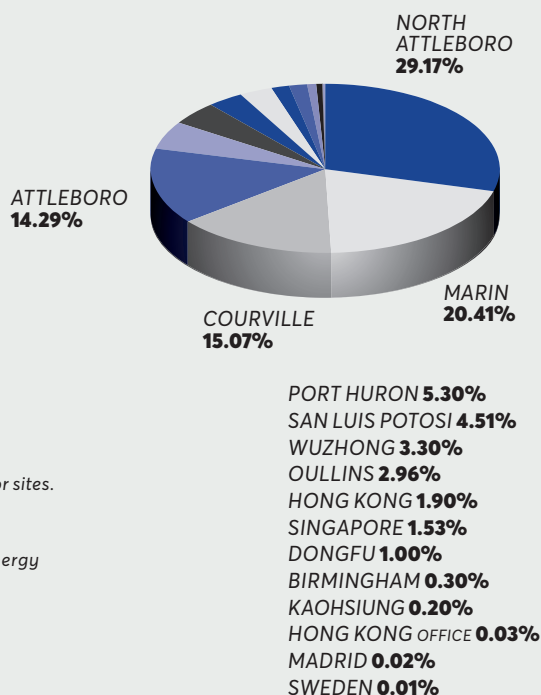
2019-2020

Energy assessment and action plan for our 2 major sites.

2021-2030

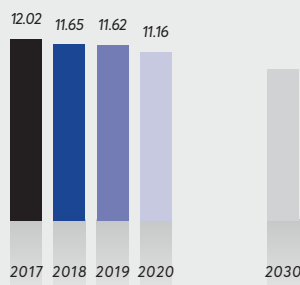
Group CSR approach. Actions plan based on energy assessment for our 14 industrial sites

* based on gas & electricity consumption



NO_x EMISSION in tons p.y.

in 2020: 11.16 tons

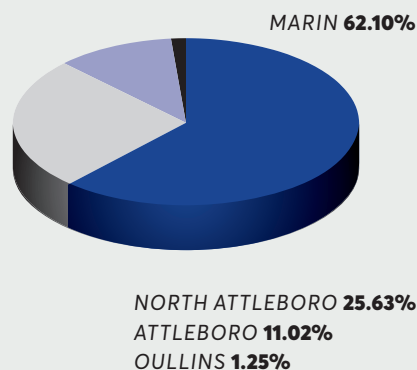


Nitrogen Oxide (NO_x) emissions.

Metalor has been working to reduce NO_x emissions for more than 20 years to eliminate health issues and impacts on ecosystems by optimising all processes involving combustion of gases and replacing or optimising specific chemical processes. Metalor complies with all local regulations and acts ethically and proactively to remain well above standards.

One improvement for NO_x emission reduction: HRP process vs Aqua Regia for Chemical Gold refining

Metalor refining sites originally used the aqua-regia process for chemical gold refining, consuming pure nitric acid for oxidation and needing a minimum concentration of nitric acid in solution. The nitric acid was reduced to nitrogen dioxide during gold dissolution and precipitation. Most of the nitrogen dioxide was converted back to nitric acid in multi-stage scrubbers.



The nitrogen dioxide speciates into various forms of nitric oxides, generally referred to as 'NO_x' that cannot be fully recovered.

To eliminate NO_x emissions to environment, the HRP process was developed in-house by Metalor in 2000. This process has completely eliminated the use of nitric acid in gold refining. The process was then installed in the Metalor refineries in Marin (2003), the United States (2007), Hong Kong (2012), and Singapore (2017). As a result, the total annual emission of NO_x has been reduced by at least 400 kg per year.



12%

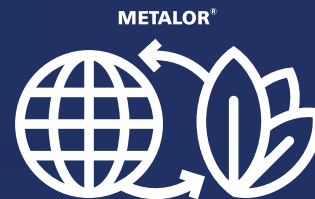
REDUCTION
OF CARBON
FOOTPRINT
OVER THE
LAST 4 YEARS

30%

TARGETED REDUCTION
BY 2030 INCLUDING -10%
WITH PHOTOVOLTAIC POWER
GENERATION ON OUR
8 OWNED SITES

15% PHOTOVOLTAIC POWER GENERATION **PHASE 1**

SAN LUIS POTOSI, Mexico
METALOR TECHNOLOGIES
OPERATIONS MEXICO SA DE CV
Electrotechnics Business Group



SUMMARY

1st Photovoltaic Power generation in Metalor Group. 5,900 m2 of photovoltaic panels providing 874 MWh per year based on 2,300 hours per year of solar production. (Electricity increase rate p.y. = 5 to 10%)

IMPLEMENTATION PERIOD 2020



BENEFITS

- CO₂ emission abatement:
460 tons per year
- Electricity production:
874 MWh per year

SAVINGS

130k USD per year

CAPEX

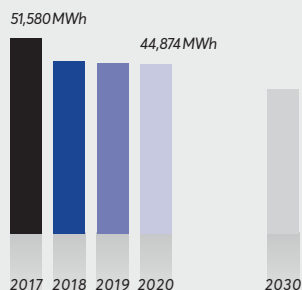
800k USD

ROI

6 years



ELECTRICITY CONSUMPTION



2017-2018

- 12% by optimising processes and efficiency upgrade of obsolete equipment.

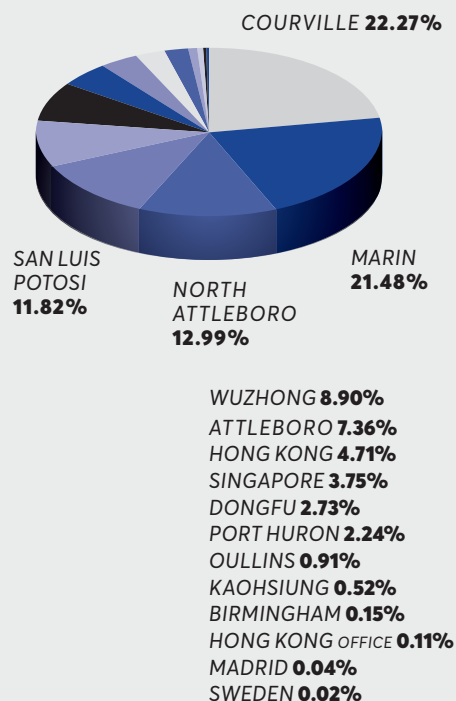
2019-2020

Energy assessment and action plan for our 2 major sites. 1st Photovoltaic power generation in Metalor Group at San Luis Potosi site in Mexico.

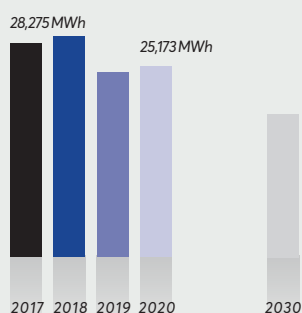
2021-2030

Group CSR approach. Action plan based on energy assessment for our 14 industrial sites. 8-year action plan to deploy photovoltaic power generation at our 8 owned sites, reducing consumption by 10%.

IN 2020: 44,874 MWh



CITY GAS CONSUMPTION



2017-2019

- 15% by optimising processes and efficiency upgrade of obsolete equipment.

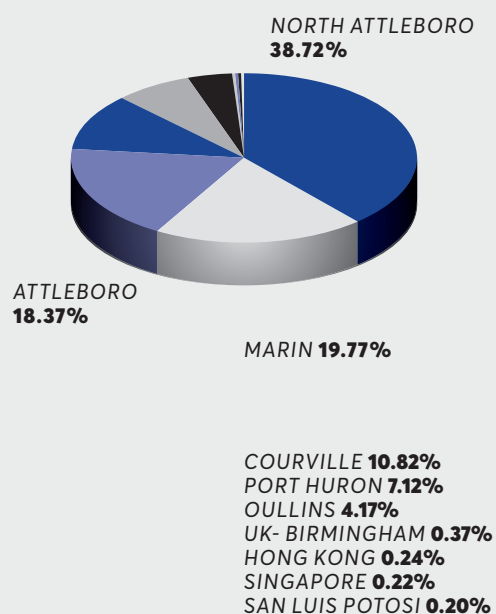
2019-2020

+10% in 2020 vs 2019: Increase of activities using incinerators (~15%). Efficiency increase of 5% by installing heat exchangers on incinerators and using recovered heat to heat buildings.

2021-2030

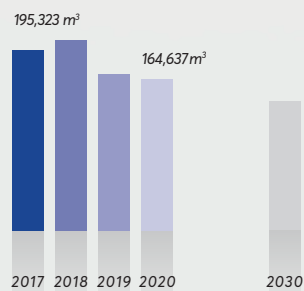
Group CSR approach. Action plan based on energy assessment at our 14 industrial sites. Gas consumption action plan to focus on heat recovery and insulation of processes and buildings.

IN 2020: 25,173 MWh



WATER CONSUMPTION

IN 2020: 164,637 m³



2017-2018

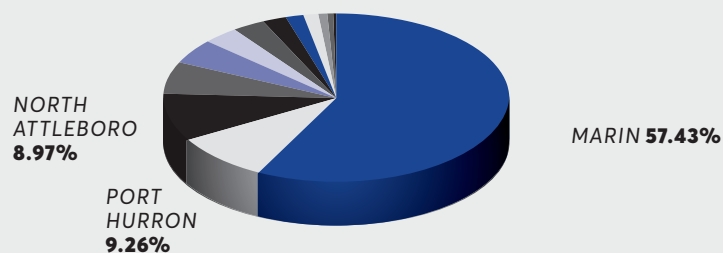
Installation of wastewater treatment stations for water recycling on site. Efficiency upgrade of obsolete equipment.

2019-2020

-15% based on energy assessment and action plan in Marin reducing its water consumption by 40%.

2021-2030

Group CSR approach. Action plan based on energy assessment at our 14 industrial sites.



ATTLEBORO **6.15%**
 HONG KONG **4.69%**
 SAN LUIS POTOSI **3.33%**
 WUZHONG **3.13%**
 COURVILLE **2.22%**
 DONGFU **1.92%**
 SINGAPORE **1.21%**
 OULLINS **0.91%**
 KAOHSIUNG **0.58%**
 BIRMINGHAM **0.20%**

WATER CONSUMPTION REDUCTION BY 40%

MARIN, Switzerland
 METALOR TECHNOLOGIES SA
 Refining & Advanced Coatings
 Business groups /
 Metalor Corporate Sces

SUMMARY

Water consumption can always be reduced. Small investments to replace open loops, automate adjustments, review and maintain process, monitor leakages, etc. provide a 40% decrease in annual water consumption.

IMPLEMENTATION PERIOD 2018-2020



BENEFITS

- CO₂ emissions abatement
- Electricity consumption reduction
- Water consumption reduction: 40,000 m³ per year
- Waste reduction

SAVINGS

200k USD per year

CAPEX

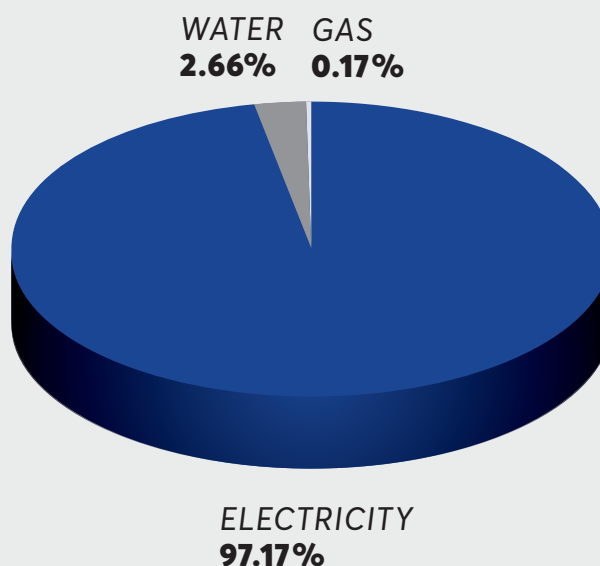
80k USD

ROI

0.5 years



MAIN ENERGY CONSUMPTION IN 2020 IN COST REPARTITION



ENVIRONMENTAL SUSTAINABLE DEVELOPMENT - ACTION PLAN

For years, Metalor has implemented actions aimed at protecting the environment by reducing its consumption of energy and chemicals, reducing waste, and treating its gaseous and liquid discharges (WWTS).

On the basis of detailed audits of its energy consumption by site, Metalor has developed a group approach and action plan that it will extend to all its industrial sites.

Our objective is to reduce our consumption of electricity, gas, and water by optimising our processes, reducing our losses, and recovering energy.

A major focus concerns implementation of on-site photovoltaic electricity generation at our 8 own industrial sites by 2030, representing an investment of more than USD 10 million to reduce our CO2 emissions by an additional 10% after our first successful installation at our San Luis Potosi site in 2020.

We do this while encouraging, motivating, and involving all Metalor employees in a sustainable development approach.

LOCAL GLOBAL APPROACH TO ENERGY MANAGEMENT

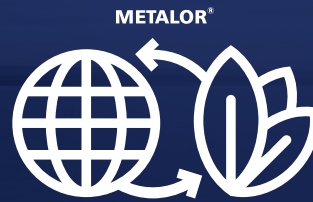
MARIN, Switzerland
METALOR TECHNOLOGIES SA
Refining & Advanced Coatings
Business groups /
Metalor Corporate Sces

SUMMARY

In 2018, an energy audit was carried out by an external consulting company. The energy audit report included an exhaustive mapping of all consumption by type and point of supply and a prioritised action plan to address potential gains, necessary investments, and expected returns on investment.

28 major actions were selected and validated by the Environment Agency of Switzerland in a signed agreement based on a 2019-2027 action plan covering:

- energy recovery for the 2 incinerators
- ceiling insulation
- water temperature reduction from 80 to 65 °C
- optimisation of the operation of the heat pump (55/45 °C) in place of the boiler
- reduction of air flow during workshop downtime
- steam audit allowing a reduction in losses
- foundry heat recovery
- steam pipe and incinerator thermal insulation
- reduction of water consumption
- solar power generation / photovoltaic panels



IMPLEMENTATION PERIOD 2019-2027

BENEFITS AFTER 2 YEARS, 2020 VS 2018

- 25% gas consumption reduction
- 34% water consumption reduction
- Obtention of subsidies

SAVINGS

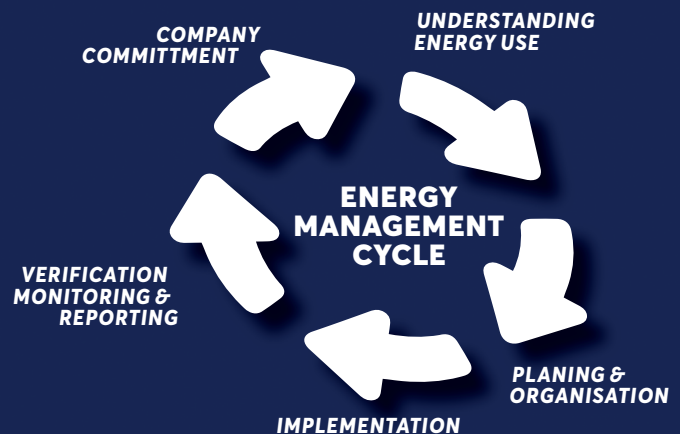
390k USD per year

CAPEX

500k USD

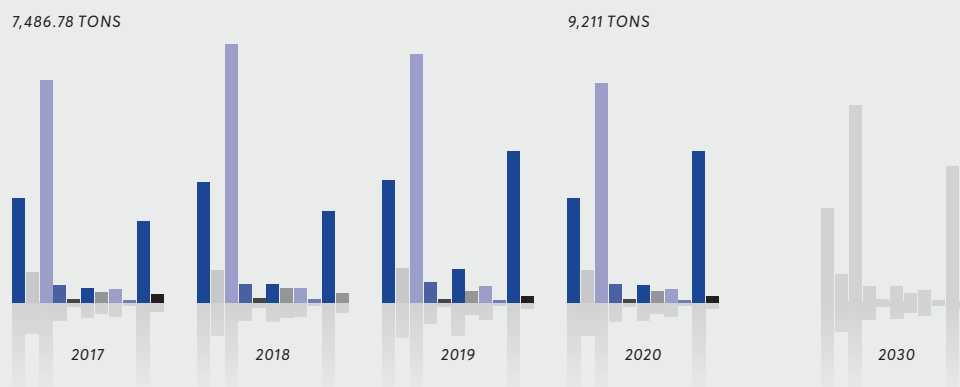
ROI

1.5 years



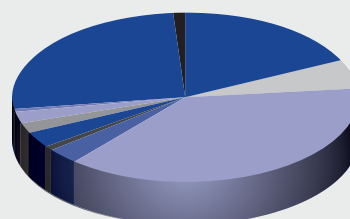
Thanks to its **energy management cycle**, Metalor has improved its energy use, thus improving productivity. It has developed and implemented an energy policy, setting achievable targets for energy use, and designed action plans to reach the targets and measure progress. Actions might include implementing new energy-efficient technologies, reducing energy waste, and improving current processes to cut energy costs.

CHEMICAL CONSUMPTION



IN 2020: 8,907.01 tons

CONSUMPTION IN TONS	2020
HYDROCHLORIC ACID	1,600.14
NITRIC ACID	492.83
CAUSTIC SODA	3,356.58
CHLORINE	289.00
AMONIA	58.12
OTHER CHEMICALS ACID	275.15
OTHER CHEMICALS BASE	168.77
OTHER TECHNICAL GAS	211.17
HYDROGEN	41.03
NITROGEN	2'320.64
SOLVENT	93.58



Given the nature of its processes and products, Metalor is a major consumer of chemicals.

Consumption and treatment optimisation of chemicals is integrated into the industrialisation of all new products and processes. This is accomplished by treatment and/or recycling of gaseous and liquid effluents either on site or by subcontracting to qualified, approved partners.

Two significant actions were carried out concerning the recycling of ammonia at two of our major sites (Marin and Attleboro), and HRP processes were implemented at four sites.

* In-house Ammonia recycling facility operational since 2013



AMMONIA RECYCLING

MARIN, Switzerland

METALOR TECHNOLOGIES SA
Refining & Advanced Coatings
Business groups /
Metalor Corporate Sces

ATTLEBORO, USA

METALOR TECHNOLOGIES USA
CORP. ADVANCED COATINGS
Advanced Coatings Business group



SUMMARY

The refining of PGMs and the manufacture of PGM salts use a significant amount of ammonia. Part of the ammonia ends up in the liquid effluents to be treated at the WWTP. The installation of a recycling unit by steam entrainment allows us to recover and reuse the residual ammonia.

IMPLEMENTATION PERIOD 1999-2020

BENEFITS

- Regulatory compliance
- Waste reduction

SAVINGS

20k USD per year

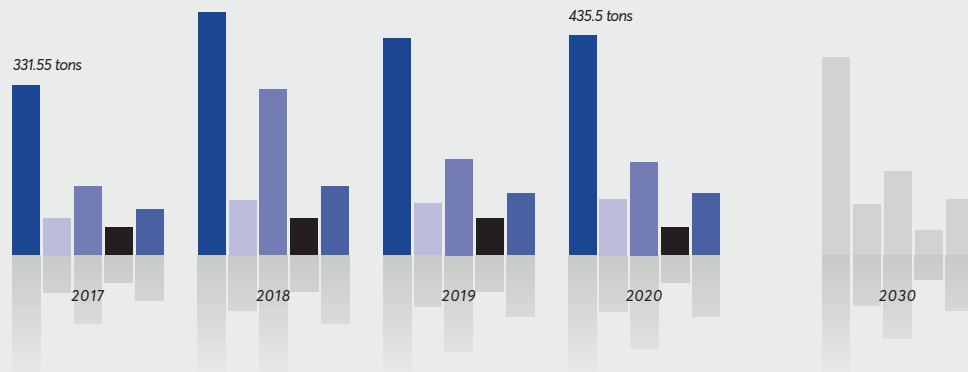
CAPEX

240k USD

ROI

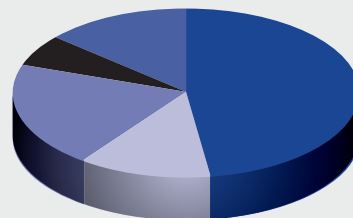
12 years

WASTE DISPOSAL



IN 2020: 435.50 tons

WASTE DISPOSAL IN TONS		2020
SOLID URBAN WASTE		208.76
CARDBOARD AND PAPER		53.28
WOOD		88.59
PLASTIC		26.21
METAL		58.66



CARDBOARD RECYCLING/ REUSING

OULLINS, France
 METALOR TECHNOLOGIES
 ADVANCED COATINGS FRANCE
 Advanced Coatings business group



SUMMARY

Thanks to the installation of a cardboard shredder, we can reuse unused and damaged cardboard boxes as free packaging material, reducing the volume of cardboard waste generated. The recycled padding material provides effective protection of products.

IMPLEMENTATION PERIOD 2019

BENEFITS

- CO₂ emissions abatement
- Waste reduction

SAVINGS

2k USD per year

CAPEX

2k USD

ROI

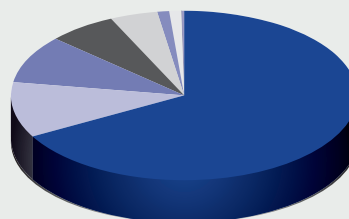
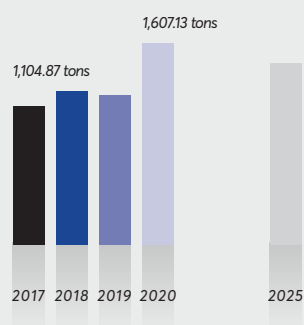
1 year





CHEMICAL WASTE

IN 2020: 1,607.13 tons



CHEMICAL WASTE DISPOSAL IN TONS

2020

SINGAPORE	1,079.61 *
NORTH ATTLEBORO	168.00
MCH MARIN	145.90
OULLINS	104.90
COURVILLE	68.59
SAN LUIS POTOSI	22.25
WUZHONG	16.00
DONGFU	1.00
UK- BIRMINGHAM	0.88

* Singapore has no waste water
treatment station on site.





OUR RESPONSIBILITY AS AN EMPLOYER

- > METALOR GROUP GUIDELINES
- > HUMAN RESOURCES APPROACH
- > OUR GRIEVANCE MECHANISM
- > OUR HUMAN RESOURCES KEY PERFORMANCE INDICATORS
- > HUMAN RESOURCES ACTIONS
- > OUR HEALTH & SAFETY APPROACH
- > OUR HEALTH & SAFETY KEY PERFORMANCE INDICATORS
- > HEALTH & SAFETY ACTIONS
- > CORONAVIRUS
- > CONCLUSION



OUR METALOR GROUP GUIDELINES

Metalor has a presence in 15 countries with 1,413 employees of different cultures, languages, and local regulations. In all Metalor locations labour practices and procedures are fully respected in line – as a minimum – with the applicable labour and employment regulations. The last RJC Code of Practices Audit, that took place in March 2019, has covered as well the labour conditions of subcontractors working in Metalor facilities, hence being sure that they enjoy as well fair conditions. The ultimate goal is to embrace these differences with a sound Corporate Social Responsibility plan that can simultaneously increase shareholder value, boost employee satisfaction, and increase employer brand recognition. Human Resource departments play a critical role in ensuring that the company adopts CSR responsibility programmes.

Through its code of conduct, Metalor encourages its employees to behave responsibly in terms of Environment and Health & Safety. Preventing pollution at the source, working to improve energy efficiency, or incorporating appropriate safety and health considerations in daily job duties are some of the key items.

Metalor Group maintains a high level of ethical standards, complying with applicable legislation and dealing only with business partners who also adhere to these regulations and principles. As a global organisation, diversity and inclusion are integral to our success.

We believe that employing people of different cultures, countries, races, ethnicities, genders, abilities, beliefs, and backgrounds is essential to our culture. Diversity brings new and innovative ideas that allow us to advance our business and continue to improve.

We prohibit discrimination based on race, nationality, religion, gender, age, sexual orientation, disability, ancestry, social origin, political or other opinion, or any other bias. We value diversity and treat employees and contractors fairly, providing equal opportunities at all levels of our organisation; we do not tolerate any form of racial, physical, sexual or workplace harassment. Our position is included in all training materials for new and current employees, and reinforced regularly in management training.

We do not employ anyone under the age of 15 or under the legal minimum employment age, whichever is higher. We do not employ minors (under the age of 18) to perform work that is in any way hazardous to their health, safety, or morality.

OUR GLOBAL HR APPROACH

Our success relies on our ability to attract, develop, and retain the best talent, at every level. We have a highly capable, entrepreneurial, and engaged workforce that brings a diverse range of experience and perspectives to the organisation.

We hire, promote, reward, and develop our people according to their ability, contributions, and skills. We generally link our remuneration policies to experience, ability, and performance, with rewards for self-improvement and ambition. We review our pay and incentive practices regularly, and are currently looking to better align our approach with international best practice.

REMUNERATION

Metalor's remuneration policy is governed in a transparent, sustainable, ethical, and compliant manner. The compensation practices are designed and administered to be competitive in the marketplace and to reflect the employee's level of performance.

A Job Category is used to compare the relative value and complexity of different roles within the organisation and to set levels for base pay, bonuses, certain benefits, maintaining job title structure, and defining career paths.

Our job categories are described as follows:

- **EXECUTIVE COMMITTEE**

The Executive Committee has the highest level of responsibility for managing multiple functions / business groups with direct impact on Metalor strategy.

- **SENIOR MANAGER**

The Senior Manager has overall responsibility for planning and directing a functional area or significant segment of a function or business group and contributes to overall strategy of business group or global function.

- **SENIOR PROFESSIONAL / MANAGER**

The Senior Professional has overall responsibility for planning and directing a sub-function or department in the business group or function and/or manages a group of professionals and managers. Senior Professionals have unique expertise and knowledge and are recognised at Metalor as subject matter experts.

- **PROFESSIONAL / SUPERVISOR**

The Supervisor oversees the work processes of others, proposes training, manages performances, and is directly involved in disciplinary action, pay, or talent development. Professionals have specific functional knowledge and apply this expertise independently.

- **TECHNICAL / ADMIN.**

All other functions.

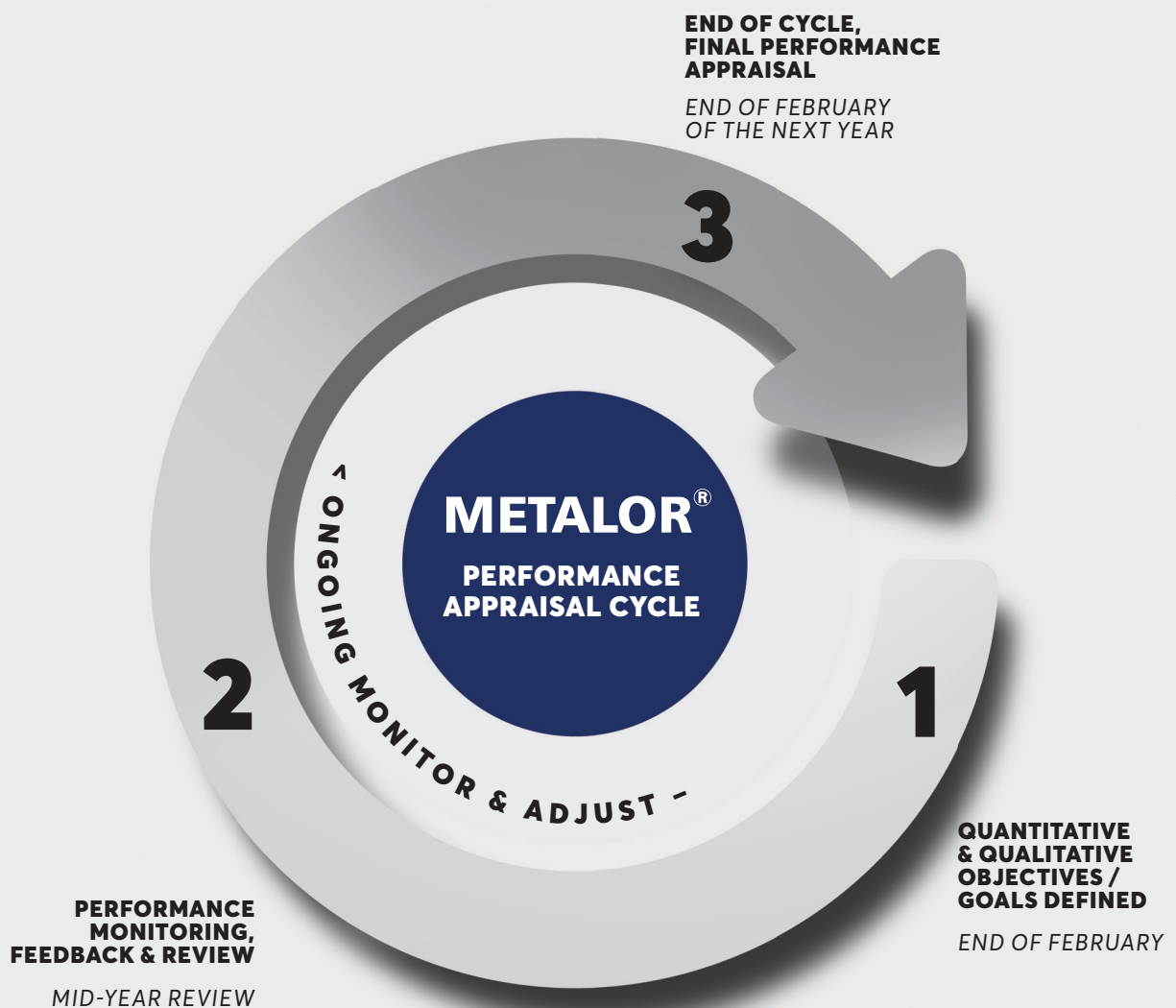
COMPENSATION AND PERFORMANCE MANAGEMENT

Metalor offers a fair and attractive compensation policy to attract and retain top-quality staff at all organisational levels, reward individual excellence, promote employee growth and development, and provide fair and equitable compensation of its employees worldwide.



METALOR'S ANNUAL PERFORMANCE APPRAISAL CYCLE

The objectives are defined for each employee for a calendar year (January 1st to December 31st) following Metalor's qualitative and quantitative objectives. This procedure consists of three principal steps :



EDUCATION

Metalor Technologies is a company fully dedicated to training and professional development. We offer apprenticeships each year in various areas (administration, chemistry, metallurgy, IT). We also encourage professional development and training for our current employees – for example, we have trained a dozen sworn assayers in recent years, allowing these employees to play a key role in precious metals evaluation (see p. 42).

Metalor ET (Courville, France) has set up qualifying processes, such as the 8-month CQPM – Conducteurs Equipements Industriels (Industrial equipment supervisors) process, to enhance employability. Between 2015 and 2020, 31 employees were successfully trained.

OUR GRIEVANCE MECHANISM

The grievance mechanism can be used anonymously by any employee or external party. All grievance procedures are addressed to the Group general counsel at the email address: **compliance@metalor.com** (see p. 35 for details on the Metalor grievance mechanism). Our standard corrective and preventive actions in place at Metalor are ready to respond to human resources grievances such as:

- HARASSMENT
- DISCRIMINATION
- DEMEANING WORK
- PRESSURE AND STRESS
- EQUAL OPPORTUNITY

.....

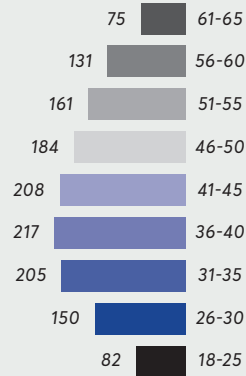
2 GRIEVANCE REQUESTS RECEIVED FOR 2020

**BOTH WERE ADDRESSED
AND RESOLVED INTERNALLY**

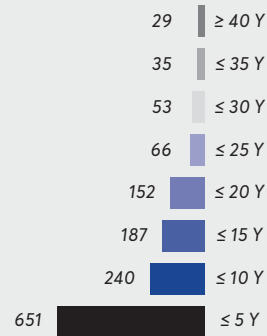
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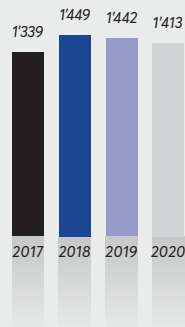
AGE MIX IN 2020



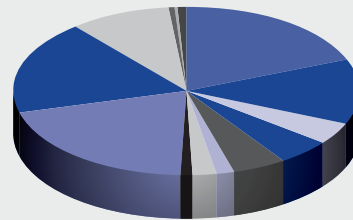
SENIORITY IN 2020



EMPLOYEES



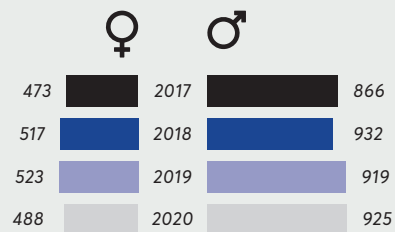
IN 2020: 1,413



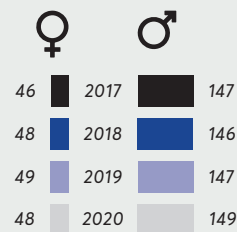
MARIN **279**
NORTH ATTLEBORO
& ATTLEBORO **178**
HONG KONG **63**
SINGAPORE **70**
DONGFU **75**
UK- BIRMINGHAM **26**
OULLINS **31**

KAOHSIUNG
TAIWAN **17**
COURVILLE **273**
SAN LUIS POTOSI **264**
WUZHONG **116**
SPAIN **6**
SWEDEN **4**
TAIPEI **11**

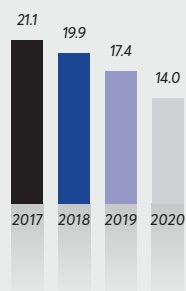
GENDER MIX



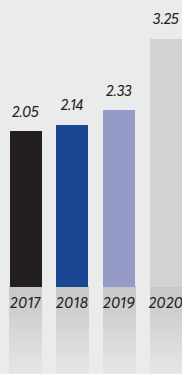
REPRESENTATION IN MANAGEMENT



TURNOVER IN%



ABSENTEEISM IN%



HUMAN RESOURCES ACTIONS

Metalor considers its human resources to be its finest asset. This implies precise management of succession planning, key people, and talent and ensures a strong potential for the sustainable development of its know-how and the perpetuation and development of its business areas.

Training and competency development

Metalor strongly encourages employee involvement and career development by offering a wide range of training opportunities.

We recognise that it is our duty, as a responsible employer, to ensure that our employees are able to envisage an entire career with us by allowing them to grow within the company. Such career development is promoted by providing each employee with access to training.

We are also committed to training the younger generation by offering apprenticeships to increase their job options at the completion of their education.

Diversity & Equity

Metalor stands against any discrimination in recruitment, employment, and training related to race, ethnicity, disability status, age, gender, religious beliefs, or sexual orientation. At Metalor we believe that gender equality is essential and that all women should live free from oppression, discrimination, and constraints. Gender equality is a human right and is fundamental to sustainable development. We commit to actively pursuing gender equality among our staff and across our operational systems.

Improving Employee Work-Life Quality

Metalor recognises that the work environment is a key element in the wellness and happiness of its employees and offers flexible working hours wherever possible. Our goal is to ensure a good balance between our employees' professional and private lives. We pride ourselves on ensuring the health and safety of all of our employees. This policy is reflected in the provision of appropriate safety equipment and continuous improvements in our systems to enhance workplace safety.

OUR HEALTH & SAFETY APPROACH AND MAIN ACTIONS DONE

The Metalor Health & Safety (H&S) Group approach was initiated in January 2010 following a very serious double accident at the Marin site in December 2009. The 'H&S Policy and Charter' was drawn up and communicated to all sites.

We have developed a collective 'H&S Centre' based on the Metalor Group intranet to centralise a common database, report and communicate all H&S events, monitor H&S KPIs, and aim for enhanced efficiency and response speed. All event reports are standardised and communicated to all Metalor managers worldwide.

Metalor initiated a global approach to improve health and safety **behaviours** in 2011 aimed at making all its employees responsible for their safety and that of their colleagues as well as continuous improvement by observing and solving unsafe conditions preventively.

Over the past 10 years, this approach has been followed by 2 training sessions at group level in 2013 and 2017 then by continuous training at each of Metalor sites. Specific trainings are provided locally, depending on the specific risks and trades.

More than 10M USD have been invested to improve safety at work, implementing action plans at each site to improve **equipment safety** according to detailed risk analyses. Actions include upgrading existing equipment and replacing any equipment or machinery that cannot be made safe, reducing manual handling operations, installing tools and handling aids, automating operations to make them safer, improving working conditions by installing air-conditioning systems, improving air treatment, etc. All new investments incorporate H&S aspects, complying with regulations and Metalor H&S standards.

Standard personnel protective equipment (PPE) has been determined and standardised for all sites in the Metalor group, and specific PPE has been developed depending on the activities at each site.

We work towards our '**0 accident**' target via a continuous improvement process and approach.



HEALTH & SAFETY EVENTS ARE BASED ON STRICT DEFINITIONS

- **ACCIDENT**

Case involving an injury with more than 3 lost working hours and an insurance claim.

- **INCIDENT**

Case involving an injury with 0 to 3 lost working hours and no insurance claim.

- **NEAR MISS**

Event involving risk of Accident or Incident but without consequences to the employee.

- **OCCUPATIONAL DISEASE**

Case involving an occupational disease with lost working time and insurance claims.

Near misses must be analysed and categorised according to potential human consequences. 'Significant near misses' are treated as accidents in terms of analysis and remedial action plan.

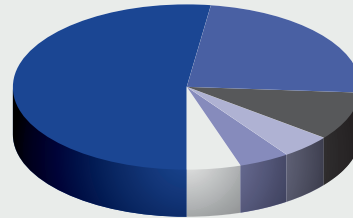
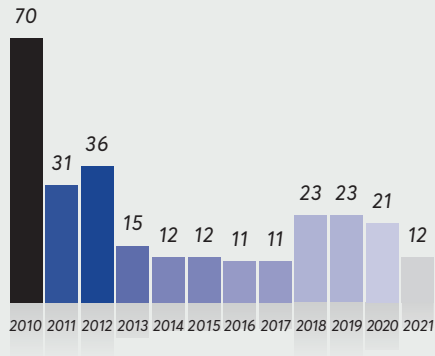


>10 **MILLION USD**
INVESTED IN SAFETY
IMPROVEMENTS AT
WORKSTATIONS



NUMBER OF ACCIDENTS

IN 2020: 21



2020

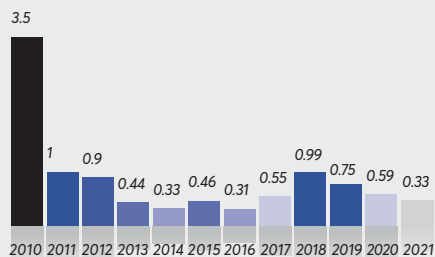
11 accidents in Courville vs 5 in 2019
5 in Marin vs 10 in 2019
2 in North Attleboro vs 3 in 2019
1 in San Luis Potosi and Attleboro vs 2 in 2019
and 1 in Oullins (in Jan. 2020 after 7 accident-free years)

1 serious accident in San Luis Potosi and 2 accidents in Marin with minor consequences (injuries)

Other accidents = contusions, pulled muscles, or sprains due to improper handling operations.

COURVILLE **11**
MARIN **5**
NORTH ATTLEBORO **2**
SAN LUIS POTOSI **1**
ATTLEBORO **1**
OULLINS **1**

SEVERITY: LOST WORKING HOURS X 1,000 / WORKING HOURS



1,644

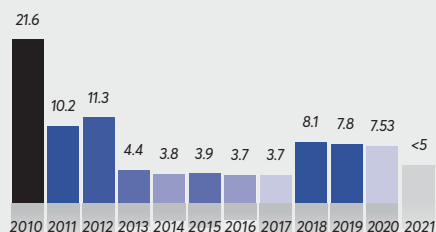
LOST WORKING
HOURS IN 2020
~ 206 DAYS

2019 - 2020

Severity rate is reduced by 20%: an addition of small injuries except for San Luis Potosi, Mexico accident and one in Marin, Switzerland

And by 40% over 2 years (2018-2020)

FREQUENCY: NUMBER OF ACCIDENTS X 1'000'000 / WORKING HOURS



8%

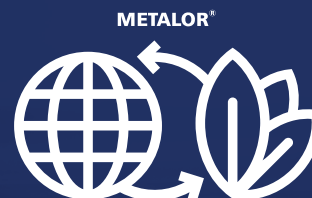
IMPROVEMENT OF
FREQUENCY RATE

2019-2020

Frequency rate is improved by 8%:
-2 accidents us 2019 and 2018

ERGONOMIC WORK STATIONS

MARIN, Switzerland
METALOR TECHNOLOGIES SA
Refining & Advanced Coatings
Business groups /
Metalor Corporate Sces



SUMMARY

Installation of lifting tables for pallets.
Installation of 4x Schmalz vacuum lifting
systems. Enlargement of the working
area. Setting up height-adjustable and
functional workstations, improving work
conditions.

IMPLEMENTATION PERIOD 2020

BENEFITS

- Improving work conditions
(978 tons received in 2020)
- Improving efficiency
- Decreasing lost working hours

CAPEX
191k USD





OUR RESPONSIBILITY
AS AN EMPLOYER

ACCIDENTS IN 2020

21 CASES / 1,644 LWH

1. MARIN / JAN. 3 / 24 LWH

Small burns caused by splashing molten metal on face while pouring it from one crucible to another by hand. Non-observance of requirement to wear a face shield and to use tongs to handle crucibles. (Minor consequences).

2. OULLINS / JAN. 14 / 49 LWH

Pulled muscle in lower back after tripping over plastic floor covering.

3. SAN LUIS POTOSI / FEB. 26 / 272 LWH

Fracture of a finger phalanx. X-ray and stitches. A maintenance technician's fingers were trapped between mobile parts (chain and gear). A very serious accident. Non-compliant behaviour. Formal sanction.

4. COURVILLE / MARCH 4 / 80 LWH

Contusion caused by crushing finger between 2 billets (25 kg) during a control operation.

5. COURVILLE / MAY 11 / 244 LWH

Shoulder contusion after falling on the slippery floor in Ag powder workshop.

6. COURVILLE / JUNE 19 / 107 LWH

Finger sprain suffered when hand struck machinery while pulling on a cable.

7. COURVILLE / JUNE 24 / 50 LWH

Sprained wrist. Cause unknown.

8. MARIN / JULY 7 / 16 LWH

Cut and contusion on forehead (1 stitch) during a maintenance operation, despite wearing a safety cap.

9. MARIN / JULY 28 / 144 LWH

Dislocated bone caused by striking top of foot against edge of the machine while wearing safety shoes.

10. MARIN / JULY 29 / 24 LWH

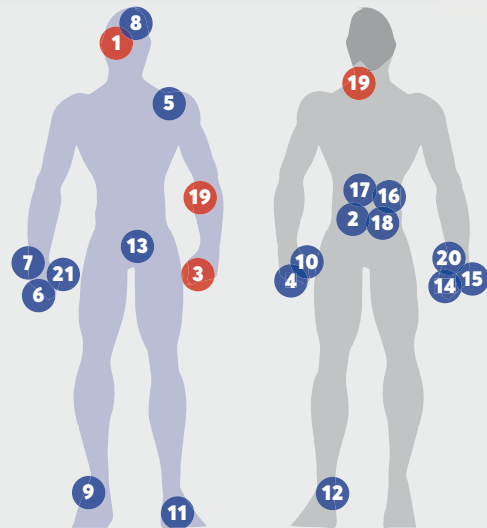
Thumb crushed during a handling operation at the WWTS. 3 stitches.

11. ATTLEBORO / AUG. 7 / 40 LWH

Burn to the foot with caustic soda while walking in a puddle that the employee thought was water.

12. COURVILLE / AUG. 14 / 7 LWH

Ankle sprained after stumbling going down stairs.



50%

OF INJURIES
CONCERN
FINGERS, HANDS,
AND ARMS

13. COURVILLE / SEPT. 9 / 95 LWH

Blow to pelvis due to tilting (fall) of a metal polishing basket during transfer using a hoist.

14. NORTH ATTLEBORO / SEPT. 10 / 48 LWH

Crushing of a finger between a finished bar and a metal pallet during a handling operation.

15. COURVILLE / SEPT. 30 / 54 LWH

Cut to the hand during a setting operation of a stamping tool.

16. COURVILLE / OCT. 5 / 87 LWH

Pulled back muscle during a packing operation.

17. COURVILLE / OCT. 20 / 68 LWH

Pulled back muscle closing a safety door on a robot.

18. COURVILLE / OCT. 23 / 46 LWH

Pulled back muscle trying to catch a billet.

19. MARIN / OCT. 30 / 160 LWH

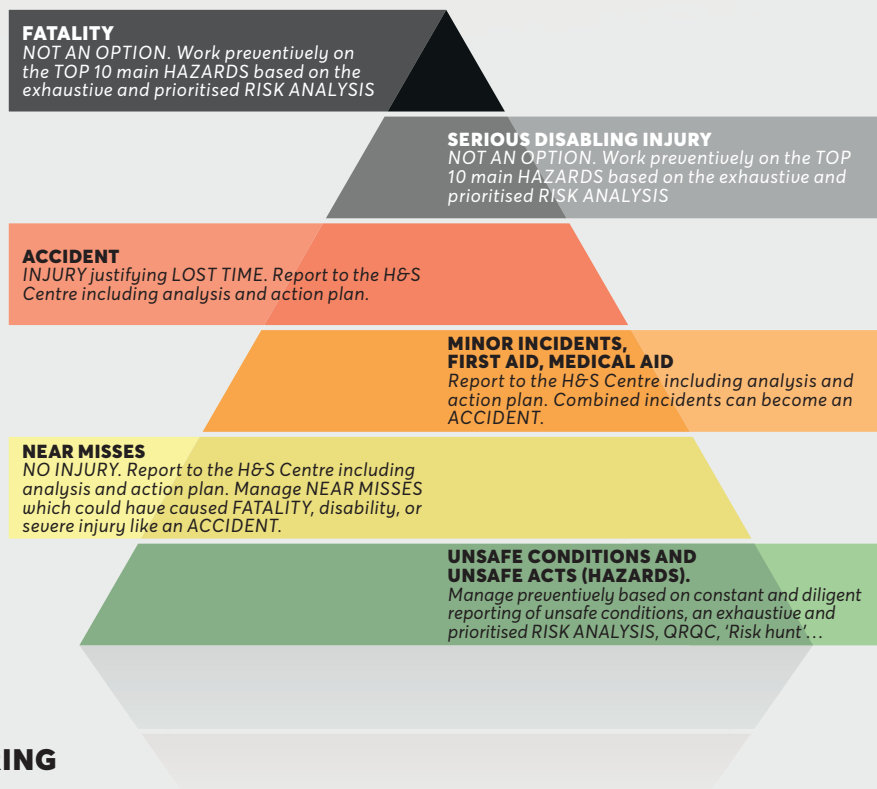
Slight burns on the forearm and neck due to a flashback flame. Technical issues generating an accumulation of gas in a pipe.

20. NORTH ATTLEBORO / NOV. 30 / 8 LWH

Cut to finger (9 stitches) due to crushing during a handling operation with a crucible using a non-compliant procedure.

21. COURVILLE / DEC. 2 / 21 LWH

A maintenance technician's apprentice hit his finger with a hammer during a tool dismantling operation. Poor methodology, lack of training.



MONITORING

There is a relationship between the number of near misses, minor accidents (incidents), and major accidents (Severe or Fatal). For each major or disabling injury, there are 10 less serious injuries requiring first aid and/or time off work, and 200 near misses.

All H&S events must be reported to the H&S Center on the Metalor Intranet. We must act immediately after an H&S event. Complete and send reports to all managers:

- H+2 REPORT INC. FACTS AND IMMEDIATE DECISIONS
- D+2 REPORT, UPDATING THE H+2 REPORT INCLUDING ANALYSIS AND DETAILED ACTION PLAN

All other sites need to:

- PREVENTIVELY MANAGE SIMILAR RISKS
- SHARE FEEDBACK ON SIMILAR PREVIOUS H&S EVENTS

We manage and monitor all action plans until 100% completion.

70%

OF OUR ACCIDENTS
ARE DUE TO NON
COMPLIANT (UNSAFE)
BEHAVIOUR

55%

ARE CONTUSIONS,
PULLED MUSCLES, OR SPRAINS
DURING MANUAL HANDLING
OPERATIONS OR IMPROPER MOVES



HEALTH & SAFETY ACTIONS

The results are clear: thanks to our continued efforts and investment, we have reduced the number of people off work due to a work-related injury by a factor of ten and have reduced the severity (over a three-hour leave) of cases by 20%.

Occupational health and safety is a priority for the Metalor group; our Swiss, French and UK sites have even achieved ISO 45001:2018 certification. We take our employees' welfare seriously and have set up schemes to ensure they feel supported and encouraged to take care of themselves. Last but not least, each year we carry out a review of legislation and standards to ensure that our health and safety requirements remain at the highest level.

- *H&S MONTHLY REVIEW WITH MANAGEMENT TEAM*
- *H&S TRAINING 'SAFETY FIRST' TO IMPROVE METALOR EMPLOYEE BEHAVIOUR*
- *TRAINING ON THE ROLES AND RESPONSIBILITIES OF MANAGERS IN TERMS OF H&S TRAINING OF THEIR TEAM ON RISKS, INSTRUCTIONS, PROCEDURES, PPE ... AND STRENGTHENING MANAGEMENT ON COMPLIANCE WITH THE RULES*
- *CONTINUOUS UPDATE OF H&S RISK MAPPING & ANALYSIS TO PRIORITISE ACTIONS AND CAPEX PLANS BASED ON POTENTIAL SEVERITY AND PROBABILITY FOR SAFE EQUIPMENT. OPTIMISATION OF MANUAL HANDLING OPERATIONS AND ERGONOMICS OF THE WORKSTATIONS*
- *FOCUS ON TOP 10 MAIN RISKS AND TOP 5 MAIN MANUAL HANDLING OPERATIONS. MONTHLY MONITORING WITH LEAD TEAM.*
- *CONTINUOUS MONITORING OF COVID-19 PANDEMIC.*

2020, A YEAR WITHOUT PRECEDENT DUE TO THE COVID-19 PANDEMIC.



... UNDER CONTROL IN METALOR GROUP.

In January 2020, an epidemic caused by the SARS-CoV-2 virus spread rapidly for a few weeks in China and the Chinese government imposed public health restrictions. As a consequence, the restart of our activity in China was delayed until February 10th, 2020. On March 10th, 2020, the World Health Organisation characterised COVID-19 as a pandemic due to the rapid spread of the virus globally, generating thousands of positive cases, hospitalisations, and deaths.

In 2020, there were 72 COVID-19 cases diagnosed among our 1,500 Metalor Group employees at 6 of our 13 sites despite all very good sanitary measures and best practices implemented. Contamination happened outside Metalor sites and mainly during family celebrations or private parties.

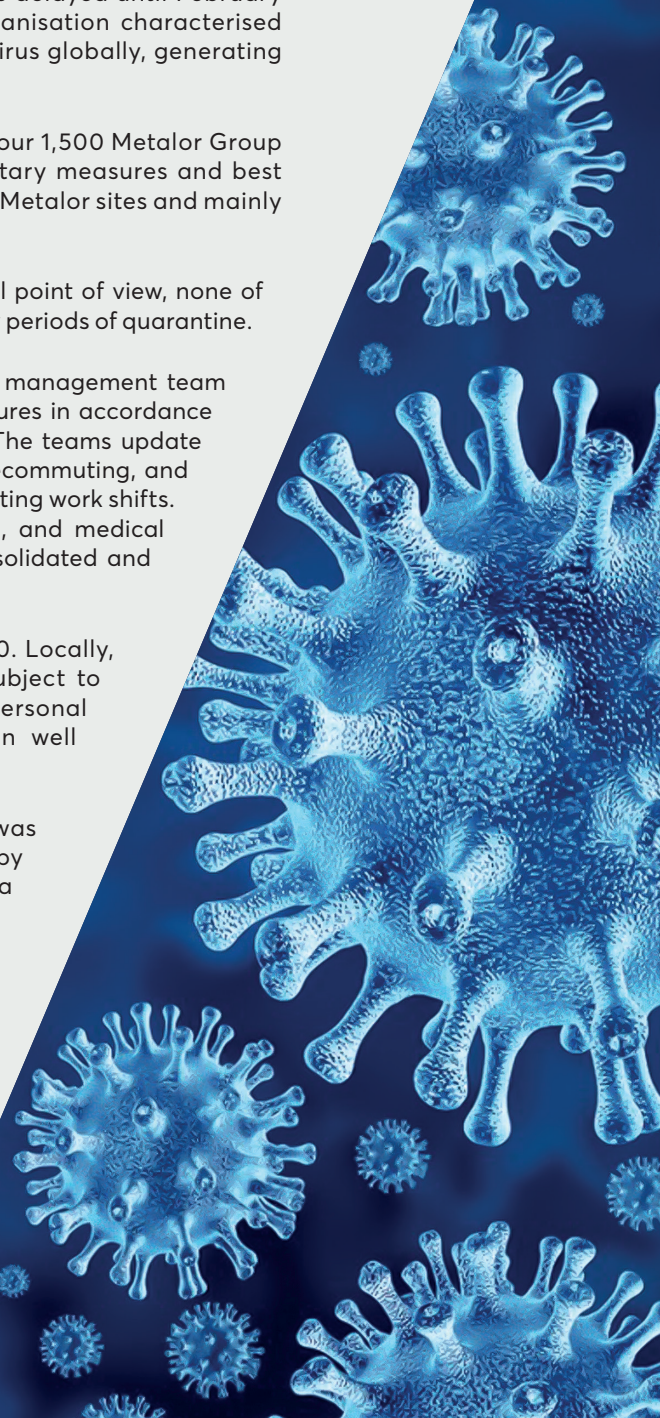
Seventy-two is a significant figure, however, from a medical point of view, none of the cases were serious enough to require hospitalisation, only periods of quarantine.

From a managerial point of view, each site set up a crisis management team to monitor cases on a daily basis and adapt internal measures in accordance with the rules and regulations issued by local authorities. The teams update H&S action plans, manage hygiene measures, promote telecommuting, and adapt departmental organisation by such measures as adjusting work shifts. They ensure observance of health rules, social distancing, and medical instructions issued by local governments. All data are consolidated and reviewed on a daily basis by Corporate Services.

International travel has been prohibited since March 2020. Locally, business travel within countries has been limited and subject to the authorisation of Country Managers. Regarding Personal Protective Equipment (PPE), all our supplies have been well managed and kept under control.

The supply of hydroalcoholic gel and surgical masks was guaranteed at work as well as outside of Metalor sites by distributing 2 masks per day to each employee, 7 days a week. Each site had to build up the equivalent of 4 months of safety stock of masks and hydro-alcoholic gel and maintain these stocks permanently.

Metalor did not experience any interruption or disruption of its activities in 2020 in any of its sites due to the preventive implementation of health measures and its daily crisis management.



CONCLUSION

With the publication of its first CSR report, Metalor has formalised and highlighted its achievements and initiatives undertaken over the past decades.

Human resources management, health and safety, working conditions, process improvement, robustness of the supply chain, continuous improvement in economic, industrial, and social sustainability have been and remain central to our mission, tasks, and permanent focus as a major player in the field of precious metals.

Metalor will generalise and accelerate the deployment of its CSR approach and improvement actions at a group level, with the aim of actively contributing to the achievement of the United Nations SDGs by 2030 to enable sustainable development of our planet.



2020 CSR REPORT ASSESSMENT



Independent Limited Assurance Report

We were engaged by Metalor Technologies International SA to provide limited assurance on its Corporate Social Responsibility Report for the year ended 31 December 2020.

Responsibilities

The Board of Directors of Metalor Technologies International SA ("the Company") is responsible for the preparation and presentation of the Corporate Social Responsibility Report. This responsibility includes presenting the business model, describing the main non-financial risks, determining the goals and establishing appropriate performance management and internal controls from which the reported information is derived. This Report has been prepared in accordance with the Company's procedures (hereinafter the "Guidelines").

Our responsibility is to carry out a limited assurance engagement in order to express a conclusion based on the work performed. We conducted our assurance engagement in accordance with International Standard for Assurance Engagement ISAE 3000 Revised - *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board.

To achieve limited assurance, ISAE 3000 requires that we review the processes and systems used to compile the areas on which we provide limited assurance. This standard requires that we comply with the independence and ethical requirements and we plan and perform our assurance engagement to obtain sufficient appropriate evidence on which to base our limited assurance conclusion. It does not include detailed testing of source data or the operating effectiveness of processes and internal controls. This provides less assurance and is substantially less in scope than a reasonable assurance engagement.

Our limited assurance report is made solely to Metalor Technologies International SA in accordance with the terms of our engagement. We do not accept or assume responsibility to anyone other than Metalor Technologies International SA for our work, or for the conclusions we have reached in the limited assurance report.

Nature and scope of our work

The work described below was performed with reference to *ISAE 3000 Assurance Engagements other than Audits or Reviews of Historical Financial Information*:

- we obtained an understanding of the activities of Metalor Group (Metalor Technologies International SA and its subsidiaries) and the description of the social and environmental risks associated with these activities,
- we interviewed management and those with operational responsibility for sustainability performance to critically evaluate the reporting process, criteria and key controls,
- we determined potential material quantitative and qualitative sustainability key performance indicators and disclosures from the Corporate Social Responsibility report,
- for the key performance indicators and a sample of related disclosures, we implemented analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data and we performed tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and to reconcile the data with the supporting documents,
- as the Corporate Social Responsibility report is 'Global Reporting Initiative (GRI) referenced' and was therefore prepared using selected GRI Standards or parts of their content, we checked a selection of GRI Standards or parts of their content for the general disclosures and topic-specific disclosures.

2020 CSR REPORT ASSESSMENT



Inherent limitations

The process an organization adopts to define, gather and report data on its non-financial performance is not subject to the formal processes adopted for financial reporting. Therefore, data of this nature can be subject to variations in definitions, collection and reporting methodology with no consistent, accepted standard. This may result in non-comparable information between organizations and from year to year within an organization as methodologies develop. To support clarity in this process, Metalor Technologies International SA prepared its first Corporate Social Responsibility Report using selected Global Reporting Initiative (GRI) Standards, or parts of their content.

Independence and competency statement

In conducting our engagement, we have complied with the applicable requirements of the Code of Ethics for Professional Accountants issued by International Ethics Standards Board for Accountants. These requirements in particular preclude us from taking financial, commercial, governance and ownership positions, which might affect, or be perceived to affect, our independence and impartiality, and from any involvement in the preparation of the Corporate Social Responsibility Report. We have confirmed to Metalor Technologies International SA that we have maintained our independence and objectivity throughout the year and in particular that there were no events or prohibited services provided which could impair our independence and objectivity.

Conclusion

Based on our procedures described in this report, nothing has come to our attention that causes us to believe that the Corporate Social Responsibility Report for the year ending on December 31, 2020 has not been prepared, in all material respects, in accordance with the Guidelines.

MAZARS Ltd

A handwritten signature in blue ink, appearing to read "F. Paucod".

Franck Paucod
Licensed Audit Expert
(Auditor in Charge)

A handwritten signature in blue ink, appearing to read "M. Ackermann".

Michael Ackermann
Licensed Audit Expert

Neuchâtel, April 15, 2021



GRI INDEX

Metalor CSR Report 2020 is 'GRI referenced' and was prepared using selected Global Reporting Initiative (GRI) Standards, or parts of their content.

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METALOR CSR-REPORT 2020

The Metalor CSR-Report is published in English on an annual basis.

The reporting period is from 1.1.2020 – 31.12.2020

It does not include environmental data from the offices located in Peru, Los Angeles (USA), Netherlands and Canada.

For further information, please contact our CSR-team: **csr@metalor.com**

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