

## ESG-requirements for AMAG suppliers

Valid for all AMAG subsidiaries

Definition of supplier: supplies goods and/or services

Revision: 00; Date: 16.11.2023

### AMAG Austria Metall AG – our principles

AMAG Austria Metall AG (AMAG) and all its subsidiaries (AMAG Group), as a premium supplier of recycled aluminium casting alloys and aluminium rolled products, are aware of their special responsibility towards employees, business partners, society, shareholders and investors, as well as state institutions.

The ethical, social and ecological demands placed on the company and its suppliers are derived from (inter)nationally recognised human rights, social, environmental and corporate governance standards (ESG standards) and are also reflected in the AMAG Code of Conduct and the AMAG Code of Human Rights. (Link and QR code at the end of the document under "Other applicable documents").

AMAG is committed to the core values of **innovation, sustainability, diversity, and the human touch**. They point the way forward, encompass all areas that AMAG stands for and ensure stability. These values form the fundamental basis for the consistent ongoing development of the company and a profitable and sustainable growth course.

AMAG also upholds the **"value creation through appreciation"** approach and the **ESG criteria** derived from it along the entire supply chain.

**AMAG expects all business partners to actively support the company in fulfilling this responsibility by communicating the following ESG criteria to their employees, implementing them in their own business practices as part of their corporate due diligence and ensuring ESG requirements along their supply chain as far as possible.**

### ENVIRONMENT

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#### As a supplier ...

- E.1** with one or more operating sites, you ensure legally binding compliance with environmental standards and the appropriate handling of waste, waste water and emissions (GHG, air, noise, light emissions, vibrations, heat, radiation) as well as chemicals and, if applicable, have a certified environmental management system (ISO 14001) or comparable internal systems.
- E.2** with one or more operating sites, you pursue a systematic approach to improving energy efficiency.
- E.3** you fulfil your environmental due diligence obligations and have implemented an internal environmental policy or comparable document to systematically identify, avoid, reduce or eliminate risks in regards to real or potential negative impacts in your business activities as well as along your supply chain.
- E.4** you inform and train your employees with regard to environmental protection.
- E.5** you ensure a legally compliant and environmentally friendly waste management system with a particular focus on waste prevention. As part of your business activities, you pursue the approach of prevention BEFORE recycling BEFORE disposal and thus support the "Zero Waste to Landfill" target.
- E.6** you ensure compliance with the Minamata Convention on Mercury and the Stockholm Convention on Persistent Organic Pollutants (POPs) in your business activities and along your supply chain. You provide appropriate information in a suitable form.
- E.7** you guarantee a dignified quality of life for the local, regional or (in)directly affected society and undertake to identify, measure, control and avoid or eliminate potential and real negative impacts of your business activities on people's health or the environment to the best of your ability. Quality of life also includes, among other things, the respectful use of resources for local/regional food production and drinking water supply as well as access to sanitary facilities.

- E.8 you are committed to climate protection as well as to the Paris Climate Agreement. You agree to take and pursue measures to reduce your CO2 emissions and provide relevant emissions data as part of the contracts allocation process to the best of your abilities.
- E.9 you actively, within the extent of your authority, ensure that processes in the production and supply chain are as environmentally friendly as well as energy- and resource-efficient as possible and promote a sustainable circular economy through the use of recyclable materials.
- E.10 you provide transparent information on the procurement of primary raw materials on request in order for AMAG to be able to trace the production chain and the origin of the primary raw materials used.
- E.11 you guarantee adequate labeling, safe handling and storage as well as safe transport of hazardous substances in accordance with legal regulations. As a supplier, you undertake to provide information about these substances on request.
- E.12 you protect existing ecosystems as far as possible and promote appropriate measures with regard to animal welfare, biodiversity and soil quality and prevent harmful interference by your business activities and your suppliers.
- E.13 you support us (if applicable) in the promotion, development and circulation of environmentally friendly and energy-efficient technologies.

## SOCIAL AFFAIRS

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### HUMAN, LABOUR and SOCIAL RIGHTS

#### As a supplier ...

- S.1 you undertake to unconditionally respect and promote human rights in accordance with internationally recognized human rights conventions. You also verifiably stipulate this from your suppliers and subcontractors.
- S.2 you comply with your human rights due diligence obligations in accordance with the UN Guiding Principles on Business and Human Rights and relevant OECD guidelines and principles and have implemented a policy or comparable document on human, labor and social rights to systematically identify, avoid, reduce or eliminate risks and real or potential negative impacts (in particular serious human rights violations) in the context of your business activities and along your supply chain.
- S.3 you inform and train your employees in regard to human rights, equality and diversity.
- S.4 you comply with the relevant standards of the International Labor Organization (ILO), in particular non-participation in child labor, forced labor (including modern slavery and human trafficking), servitude or debt bondage.
- S.5 you treat employees fairly and in accordance with the applicable legal guidelines in terms of reasonable working hours, regular leave of absence and appropriate and fair remuneration.
- S.6 you comply with (national or regional) legal guidelines in accordance with ILO standards regarding underage workers and trainees. In principle, the minimum age for entry into employment of 15 years and the minimum age of 18 years for activities that may pose a potential risk to physical and mental health, safety and morals must be observed.
- S.7 you recognize the right of your employees to establish or join an independent employee representation and to hold negotiations concerning salary agreements and payment terms.
- S.8 you are committed to an employment relationship and working environment free of violence, discrimination and harassment for your employees. Your employees must not be privileged, disadvantaged or excluded on the basis of protected characteristics such as age, gender, ethnicity, nationality, skin color, religion or ideology, marital status, parenthood, sexual orientation, disability or union membership.

- S.9 you promote equality and diversity in your company and take the necessary steps towards an inclusive working environment.
- S.10 you protect personal data, process and use this data exclusively in accordance with the principles of the applicable data protection law in the currently valid version. You implement technical and organizational security measures to protect data against unauthorized access.
- S.11 you ensure the rights and interests (in particular dignified living conditions) of the communities affected by your business activities, in particular minorities, and do not participate in any unlawful forced evictions or unlawful confiscation of land, forests and bodies of water.
- S.12 if you engage private or public security forces, you undertake to instruct them comprehensively and to prevent any cruel, inhuman and degrading treatment or to investigate such incidents fully and to put an end to them immediately.
- S.13 you are not involved in any direct or indirect financing or other support of non-state armed groups.
- S.14 you oppose any kind of intimidation, threats, defamation and criminalization of human rights defenders if potential risks to human rights defenders arise in the value creation processes of products or services.

## OCCUPATIONAL HEALTH AND SAFETY

### As a supplier...

- OHS.1 you are a committed employer who respects occupational health and safety issues and communicates the requirements along your supply chain to the best of your ability.

### As a supplier with one or more operating sites ...

- OHS.2 you ensure health and safety protection at work and, if applicable, have a certified occupational health and safety management system (ISO 45001) or comparable systems in place.
- OHS.3 you have implemented a policy or comparable document on occupational health and safety.
- OHS.4 you inform and train your employees in safety and health-related work procedures.
- OHS.5 you have implemented a suitable reporting system/procedure for injuries in the workplace.
- OHS.6 you identify, reduce and - where possible - eliminate safety and health risks.

## GOVERNANCE

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### As a supplier ...

- G.1 you promote an open, fair and competitive business environment by complying with all relevant applicable laws and regulations by acting in a financially responsible and sustainable manner.
- G.2 you fulfill your due diligence obligations for responsible business conduct in accordance with relevant OECD guidelines and principles and have implemented a compliance policy, a code of conduct or a comparable document to systematically identify, avoid, reduce or eliminate risks as well as real or potential negative impacts in your business activities and along your supply chain.
- G.3 you inform and train your employees in governance-related topics.
- G.4 you prevent any form of corruption, bribery and money laundering. This includes bribery payments or the acceptance or granting of other benefits in the form of bribes, gifts, benefits to influence, illegal price agreements, etc. You have established processes to prevent or uncover corrupt behavior.

- G.5 you comply with valid anti-money laundering regulations, antitrust or cartel law and anti-corruption law when providing services for AMAG and observe economic sanctions of the EU, the United Nations and the USA.
- G.6 you treat all business and financial information relating to AMAG and its trading partners as confidential and do not disclose it to third parties.
- G.7 you protect intellectual property against misuse.
- G.8 you ensure that conflicts of interest are eliminated and that they do not impair the orderly conduct of business.
- G.9 you consider ecological, economic and social criteria when selecting your suppliers and organize your selection process according to strict and transparent criteria.
- G.10 you assure that the products you supply to the AMAG Group do not contain any metals or alloys that originate from conflict regions and are classified as "conflict minerals" in accordance with Sec. 1502 of the Dodd-Frank Act (DFA, 2010), EU Regulation 2017/821 and the Responsible Minerals Initiative. They provide corresponding information in a suitable form (e.g. CMRT/EMRT).
- G.11 you actively counter illegal and immoral actions (e.g. unethical business practices, environmental violations, social misconduct, human rights violations, etc.) by implementing anonymous reporting systems. This reporting system is available to both your employees and external persons. You ensure that affected and reporting persons do not suffer any disadvantages and that their identity is protected.
- G.12 the AMAG Compliance Line is at your disposal.  
If violations of these ESG requirements or other internal or legal guidelines, rules and regulations are identified, suppliers and all other stakeholders are requested to provide AMAG with a rapid and truthful exchange of information. With the AMAG Compliance Line, the company offers a way of fulfilling this obligation with the assurance of confidential treatment. The affected and reporting persons do not suffer any disadvantages as a result.

E-Mail: [ethics@amag.at](mailto:ethics@amag.at)

Telephone: +43 7722 801 2227

Reporting system on the AMAG-Homepage (can also be anonymous)



## DUE DILIGENCE OBLIGATIONS

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### As a supplier ...

**DDO.1** you have implemented appropriate due diligence processes to ensure that these ESG requirements are also met by your suppliers, or you ensure that appropriate due diligence processes will be introduced in the near future.

Due diligence measures include ...

**DDO.1.1** the implementation of risk management.

**DDO.1.2** the policy of devising suitable prevention and training measures to prevent, minimize or eliminate negative effects as far as possible.

**DDO.1.3** the provision of information and corrective measures.

**DDO.2** you provide information on request about your strategies, processes, measures and identified risks defined as part of your due diligence obligations and inform AMAG Austria Metall AG of any violations without having to be asked.

AMAG Austria Metall AG expects its suppliers to unconditionally comply with all relevant legal requirements concerning due diligence and to support AMAG Austria Metall AG with regard to its due diligence obligations. In the event of non-compliance with the above ESG requirements or the identification of risks and real and potential negative impacts, AMAG Austria Metall AG and/or one of its affiliated companies will take appropriate corrective measures, which may also lead to immediate termination or cancellation of the contract (e.g. in the event of continued non-compliance).

### Other related documents:

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AMAG Code of Conduct

[AMAG Code of Conduct EN](#)



AMAG Human Rights Code

[AMAG Human Rights Code EN](#)



## Supplier commitment

The supplier confirms to have read and is fully aware of the ESG requirements for AMAG suppliers (revision 00) and that they are committed to the entirety of the requirements described herein for all activities related to services or parts supplied to AMAG Austria Metall AG and/or any of its affiliates.

Company name:	
Full company name:	
Address:	
Supplier registration number:	
Name of the signatory/ies:	
Function:	
E-Mail:	
Date:	

  

Date, Signature	
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