

## Human Rights Policy

At SinterCast, we recognise our responsibility to respect and promote human rights in all aspects of our business operations, supply chains, and interactions with stakeholders. We are committed to upholding the fundamental principles outlined in international human rights standards, including the United Nations Guiding Principles on Business and Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

The SinterCast human rights policy encompasses the following key principles:

1. **Non-discrimination:** SinterCast will not discriminate against any individual or group on the basis of race, colour, gender, sexual orientation, gender identity, religion, national origin, age, disability, or any other characteristic protected by law.
2. **Fair treatment and equal opportunities:** SinterCast is dedicated to providing fair treatment and equal opportunities for all employees, contractors, suppliers and other stakeholders, including ensuring fair wages, safe working conditions, and opportunities for advancement.
3. **Child labour and forced labour:** SinterCast prohibits the use of child labour and forced labour as detailed in our Human Trafficking and Child Exploitation Policy.
4. **Health and safety:** SinterCast is committed to providing a safe and healthy working environment for all employees and contractors, and we will take proactive measures to prevent accidents, injuries, and occupational health hazards.
5. **Supply chain responsibility:** SinterCast expects our suppliers and business partners to uphold the same human rights standards, and we will collaborate with them to address any human rights risks or issues in our supply chains.
6. **Transparency, accountability, and continuous improvement:** SinterCast will maintain transparency regarding our human rights commitments, performance, and progress. We have an established management review process providing due diligence on the identification of potential risks and emerging issues. We use this process to mitigate possible concerns with a focus on prevention, thereby establishing a culture of continuous improvement.

Through adherence to these principles, SinterCast targets a positive contribution to the advancement of human rights while creating long-term value for our shareholders and stakeholders.

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President & CEO

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Chairman of the Board

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