

Sustainability Report 2023

Wieland Edelmetalle GmbH, Pforzheim, Germany

With our more than 150 employees, we are a leading company in precious metal processing with a tradition dating back to 1871. Our integration into the internationally successful SAXONIA Group, technical expertise, many years of experience and medium-sized flexibility form the basis for economic success and sustainable future prospects.

As a processor and precious metal recycling company, our business model has always been characterized by the idea of sustainability and the conservation of scarce, natural resources. The consistent implementation of all relevant environmental and safety regulations is therefore our obligation and enjoys the highest priority.

At our plant on the Wilferdinger Höhe in Pforzheim, we have been producing precious metal alloys, electroplating baths and precious metal preparations for a wide variety of markets since 1977. In addition to the production of these precious metal products, the recycling of waste containing precious metals has traditionally been one of the main activities of our company.

1. Economic situation

As a member of the SAXONIA Group, Wieland Edelmetalle GmbH is a wholly owned subsidiary of SAXONIA Holding GmbH, Halsbrücke. Our sister companies are SAXONIA Edelmetalle GmbH, Halsbrücke, SAXONIA Technical Materials, Hanau, BRAZETEC GmbH Alzenau, Italbras S.p.a., Vicenza, the DODUCO Group, Pforzheim/Sinsheim/Tianjin, and SAXONIA España SL, Madrid. This makes the SAXONIA Group one of the largest German specialists in the field of precious metal processing.

1,700 employees at **9** international locations generate annual sales of **€ 1,300 million**.

In the 2023 financial year, the planned budgets were largely achieved and in some cases even exceeded despite individual negative influences due to a weakening general economic situation. The company did not utilise any government support.

2. Environment

Safety

For our activities, we have to use substances which, depending on their type and quantity, are subject to the upper classes (extended obligations) of the Hazardous Incidents Ordinance. This has been notified to the responsible authority, the Karlsruhe Regional Council (RP), in a notification pursuant to Section 7 (2) of the Major Accidents Ordinance (StörfallV).

For this reason, an on-site inspection pursuant to Section 16 of the Major Accidents Ordinance is carried out by the authorities at our plant once a year. The date of the last on-site inspection and further information can be found at www.wieland-edelmetalle.de.

A safety report pursuant to Sec. 9 (1) of the Major Accidents Ordinance (StörfallV) has been prepared for our company by independent experts and is also available to the responsible supervisory authority. Its aim is to reduce the risks of incidents and minimize the impact on people and the environment.

To ensure this high safety standard at all times, we have introduced a safety management system at our plant to continuously monitor and improve our plant safety. Our internal safety organization and responsibilities are documented in writing and are known to the responsible supervisory authority.

In addition to technical safety equipment, we also have highly trained specialist personnel. Every employee is instructed in the handling of hazardous substances and safety equipment before starting work and at regular intervals thereafter.

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Operating instructions in accordance with §14 of the Hazardous Substances Ordinance are available and are updated regularly. Personal protective equipment such as protective clothing, gloves, safety shoes, eye protection, respiratory protection, etc. is available to employees at all times and to the extent required.

We have appointed a fire protection officer for internal fire protection and also have specially trained fire protection assistants. The procedure in the event of an alarm is clearly regulated and documented. With our support, the responsible disaster control authority has drawn up an "External Emergency Plan in accordance with §8a of the Baden-Württemberg State Disaster Control Act", which is used in the event of an emergency. There were no incidents at the plant in 2022.

Energy

WIELAND Edelmetalle has a certified energy management system in accordance with ISO 50001. Thanks to forward-looking investments, e.g. in energy-saving lighting fixtures, intelligent control of building technology and the use of waste heat from the production facilities, the company's electricity consumption was again reduced by almost 5% in 2023 compared to the previous year despite increasing production volumes.

Water

WIELAND Edelmetalle endeavours to use the precious resource of water sparingly as far as technically possible. The consumption of fresh water for production, for example, is significantly reduced by our own closed cooling water circuit (70,000 litres). After appropriate physical and chemical pre-treatment in the company's own wastewater treatment plant, all wastewater is channelled into the municipal sewage treatment plant of the city of Pforzheim for further treatment. The drinking water consumption of the company as a whole rose slightly by just under 5% in 2023 compared to the previous year, due to an increase in production volume in the same period.

Emissions

WIELAND Edelmetalle has an incineration plant that is approved in accordance with the 17th BlmschV. The emissions from this plant are regularly checked by an independent measuring institute for compliance with the approved limits. The test result of the latest measurement is also published on the WIELAND homepage in accordance with §23 17th BlmschV.

Waste

WIELAND Edelmetalle is a certified waste management company in accordance with §56 KrWG in conjunction with the EfbV. The company's waste management officer prepares an annual waste balance sheet for the company and thus informs the management and the supervisory authority about the generation and whereabouts of the waste produced in the company.

The amount of non-hazardous waste generated at the company was reduced by a good 30% in 2023 compared to the previous year. This was due to a reduction in the volume of wastewater. The volume of hazardous waste generated at the plant fell by just under 60% in the reporting period, which is attributable to a reduction in the discharge of wastewater sludge. However, this is partly a one-off effect, as the waste management company taking over the business had imposed an acceptance stop in 2023 and individual collections were postponed to 2024 as a result. The waste generated at the company is predominantly recyclable materials containing metal. All waste generated was handed over exclusively to certified specialised waste management companies for further processing.

3. Social issues

Employment

WIELAND Edelmetalle was able to keep the number of employees constant in 2023 compared to the previous year. At the end of 2023, the company had a permanent workforce of 133 employees. In addition, 6 trainees, 3 mini-jobbers and 2 temporary employees were employed. As at the reporting date, 2 additional employees were being sought to join the core workforce.

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Collective Agreement/Working Hours/Discrimination/Human Rights

WIELAND Edelmetalle is subject to the collective bargaining agreement for the precious metal industry in Baden-Württemberg between the Federal Association of Jewelry + Watches and the IG Metall trade union. This collective agreement governs all rights and obligations of the employer and its employees among each other arising from the respective employment relationship.

In addition, the company has a guideline on the observance of human rights.

Employee representation - co-determination - works council

WIELAND Edelmetalle has a works council for co-determination and representation of employee interests in accordance with the Works Constitution Act. Consultations between the works council and the management take place regularly and also on an ad hoc basis. The works council organizes a works meeting at least once a year with the participation of trade union representatives, at which all employees are informed about current topics.

Training and continuing education

As at 31 December 2023, WIELAND Edelmetalle is training a total of 6 young people in the professions of industrial mechanic, chemical laboratory technician, industrial clerk and IT systems clerk.

WIELAND Edelmetalle is also subject to the "Collective agreement to promote the personal professional development of employees" of IG Metall Baden-Württemberg. The budget for training and further education set out in this agreement was exceeded by more than 100% in 2023 due to the training courses actually organised.

Social commitment

As an employer, WIELAND Edelmetalle welcomes and supports initiatives and voluntary work by its employees that help to shape and advance the community outside of working hours. In 2023, for example, we once again supported the local "Jugend forscht" ("Youth research") campaign with a sum of money and the Pforzheim University of Applied Sciences by supplying WIELAND products free of charge to train the next generation of industry professionals. We also support the Pforzheim Fire Brigade Association as a sponsoring member and research and development in the field of precious metals and metal chemistry as a member of the "Förderverein für das Forschungsinstitut für Edelmetalle und Metallchemie".

WIELAND Edelmetalle also sponsors an employee football team with jerseys and a sum of money and supports the "Christmas in a Shoebox" initiative for needy children from Eastern Europe.

Procurement/conflict minerals

As a certified member of the Responsible Jewellery Council, we have documented our principles for fulfilling due diligence in the supply chain. In it, we commit to ensuring that all metals we process come from legally and ethically sound sources and are not linked to crime, armed conflict or human rights abuses. Therefore, we do not process any mine material and procure the necessary fine metals only from reliable sources. We recognize the following certifications among our precious metal suppliers: Responsible Jewellery Council (RJC), Responsible Minerals Initiative (RMI) and compliance with LBMA/LPPM standards.

Complaints system/Grievance mechanism

The company has established a grievance system that is accessible to all individuals and groups with a legitimate interest through our website. Through this system, all complaints related to our statutory or self-imposed due diligence obligations can be reported anonymously and without penalty to the SAXONIA Group Compliance Manager. We did not receive any such complaints in 2023.