

Corporate Social Responsibility Charter

As a major leader in the production of zinc materials, EverZinc is aware of its responsibility to work in a way that is sustainable and ethical, with a positive economic, social and environmental impact on our society. Thanks to our technological and innovative solutions, we aim to create products always more respectful for the environment and valuable for societies around the world. In respect of our ambition to be a Global and Reliable Partner, social responsibility is one of the key pillars of our foundation. In our day-to-day life, we treat this aspect as a priority, supported further by our promise to be a global sustainable partner. To ensure this, in accordance to our Vision and Values, the following principles have been established and are to be observed, with the proper level of awareness and understanding, by each one of our entities.

Respect for People and Labor:

- We ensure in all circumstances the respect and support of fundamental human rights.
- We commit not to tolerate any form of forced, compulsory labor, or child labor.
- We eliminate all kind of discrimination in respect of employment and occupation.
- We ensure a safe working environment on our sites for each one of our employees, contractors, customers.

Care for Environment:

- We minimize the environmental footprint of our activities and products, and integrate the environmental concern in all our decisions.
- We seek to develop environment friendly technologies and products, working together with our suppliers and customers to combine our efforts in this matter.
- We act proactively, as a global partner, in promoting our values and approaches towards all our stakeholders, for the sake of preserving the environment.

Integrity and Reliability:

- We fight against corruption in all its forms.
- We respect and foster fair and open competition in all circumstances.
- We are proud to be a reliable partner for our customers, suppliers, stakeholders (government, institutions, associations).
- We commit to an open and unbiased transparent communication, internal and external.

Innovation and Entrepreneurship:

- We strive to be an active partner, contributing to the development of innovative solutions and products for our customers and communities.
- We foster creativity and seek actively, with an entrepreneur mindset, for solutions that reflect our care for environment, people, societies, and joint development.