



REYMA
MATERIALES REFRACTARIOS S.A.

CODE OF CONDUCT and SOCIAL RESPONSIBILITY POLICY

2023



CODE OF CONDUCT and SOCIAL RESPONSIBILITY POLICY

Message from Hermann Diez del Sel Korsatko



Dear Friends:

I like to present to you the REYMA-Reotix Code of Conduct and Social Responsibility Policy, a reflection of our corporate culture and our way of doing things.

REYMA-Reotix Materiales Refractarios is a leading company in innovation and development, manufacture, and provision of high-quality refractory solutions. Our mission is the continuous research of materials and application technologies, always in constant contact with our customers.

Our corporate behaviour is characterized by the sense of responsibility, sustainable development and, above all, our solid ethical principles, oriented towards the welfare of our stakeholders: customers, suppliers, employees, society, and strategic partners to the same extent.

The reputation of REYMA-Reotix is a key element in our business success.

Our stakeholders expect us to behave properly. Therefore, I would like to share with all of them our Code of Conduct, that establishes in a few words, the values with which REYMA-Reotix commits, as a supplier, client, employer, and commercial partner.

We are convinced that integrity and rectitude are the basis of a sustainable and successful business activity, now and in the future, and I firmly believe that everyone will follow the principles and precepts that the code develops.

Hermann Diez del Sel Korsatko

CEO

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CUSTOMER ORIENTATED THINKING

Our guiding principle is customer oriented thinking.

The basis for implementing this guiding principle is the intense contact, our presence on site and the knowledge we have of the technical processes and problems of our clients. Thanks to our expert knowledge we get our clients to obtain greater benefits. Their success is our success.

We have certified specialists available in all the business units of our company. We provide services of the highest quality, to ensure our customers the benefits they expect from us.

We are convinced that customer orientated behaviour is the only way to act in accordance to this Code of Conduct.

Based on this guiding principle, we have committed ourselves to values that today are not always taken for granted:

- Fair competition
- Careful use of the resources that are available to us
- Environmental protection
- Respect for individuals

As a committed, interested partner, we are always available to regional and national institutions and enable social, humanitarian, athletic and cultural organizations to share in our success. A commitment to which we have gladly devoted ourselves.

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LAWS, REGULATIONS, CONVENTIONS

We obey the laws and international conventions. We respect and follow the rules of competition, environmental laws, labor laws, agreements and contracts that form the framework of our activity.

REYMA-Reotix is committed to defining a strategy based on Sustainable Development and Social RESPONSIBILITY, based on the compliance of the Sustainable Development Goals (SDGs), promoted by the United Nations (UN), framed in the 2030 Agenda.

CONTRACTS AND AGREEMENTS

REYMA-Reotix behaves in an honest, open behavior in front of our business partners. We honor agreements and once concluded contracts are binding. We want our business partners to recognize that this establishes the key conditions for entering mutual successful business activities.

COMPETITION RELATED ISSUES

REYMA-Reotix does not allow price fixing, the forming of cartels or the misuse of its market position in any form. In all fields of activity, it encourages proper, free competition with regards to offers, calls for tender and purchasing.

CONFLICTS OF INTEREST

The employees of REYMA-Reotix are not permitted to become involved in activities that could lead to conflicts of interest or use their contacts to business partners to their own advantage. This includes the acceptance of personal gifts or services whose value exceeds a maximum of 50 € per giver per calendar year.

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BRIBERY AND CORRUPTION

In the context of business activities of all kinds, REYMA-Reotix employees are not permitted to procure or attempt to procure improper advantages for business partners, their employees or other third parties. This may be assumed to be the case if the type and extent of the advantage are suitable to improperly influence the actions and decisions of the recipient. We take special care to observe the compliance rules of our business partners.

CONFIDENTIALITY

All operational and business secrets must be treated as confidential. This also applies to other information that REYMA-Reotix, its contractual partners and customers have an interest in keeping confidential. This sort of information may not be forwarded to third parties without permission. This obligation will remain intact even after the business relationship has finished.

DOCUMENTATION OF BUSINESS INCIDENTS

All business transactions must be documented completely and perfectly, in agreement with the legal stipulations, and above and beyond them, with the stipulations in effect at REYMA-Reotix.

TREATMENT OF COMPANY PROPERTY

All employees are obligated to treat the property and assets of the company according to their intended purpose, frugally and with a sense of responsibility in every respect.

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LABOUR LAW

All the obligations vis-à-vis Company employees resulting from the national laws and agreements on social welfare and security must be respected and complied with. Wages and salaries must satisfy at least the legal stipulations, valid agreements, and the typical standards of the industrial sector.

REYMA-Reotix will not tolerate any form of mental or psychological punishment or threat of punishment, discrimination during the procedure of hiring or work, workplace mobbing, sexual or any other form of harassment, compulsory labor or other forms of involuntary or unpaid work.

RESPONSIBILITY OF EMPLOYEES AND THE COMPANY

Compliance with the CODE OF CONDUCT and SOCIAL RESPONSIBILITY POLICY is part of the job description of the company management of REYMA-Reotix and each individual employee.

All employees are obligated to ensure that within their areas of responsibility, the colleagues and business partners have been informed of the contents of the CODE OF CONDUCT and SOCIAL RESPONSIBILITY POLICY and the requirement to comply with it.

CONTROL

As part of our ongoing business activities, REYMA-Reotix will permanently ensure that this CODE OF CONDUCT and SOCIAL RESPONSIBILITY POLICY is being implemented. REYMA-Reotix employees who are aware of violations of the code will be able to report them using a clearly defined process.

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