



Deutsche Nickel Sustainability Report

Schwerte

August 2022



Deutsche Nickel

Forward by the Board of Directors

- Following the Agenda 2030 agreement signed-off in 2015, the worldwide community (United Nations) committed itself to achieving 17 global goals for a better future.
- The mission statement of Agenda 2030 is to ensure that all of humanity can live in habitable conditions, whilst also preserving our precious natural resources.
- This includes economic, ecological and social issues.
- Agenda 2030 highlights the shared responsibility of all stakeholders: Politics, Commerce, Science, Civil Society, as well as each and every human being.

- We, as the company Deutsche Nickel, commit to strive towards achieving these 17 Sustainability goals.
- We are pleased to present these ideas to any interested parties / stakeholders in the form of the following Sustainability Report, based on the format of the „United Nations‘ 17 goals for sustainable development“.

Deutsche Nickel GmbH Management, August 2022

Goal 1: End poverty in all its forms everywhere

Goal #1: No Poverty



- We pay our employees in line with the IG Metall Elektro union collective agreement salary tariffs
- We respect minimum wage requirements
- We select our suppliers and subcontractors with great care and ensure that they do not exercise wage dumping or other such practices
- We do not tolerate child labour at any point in the supply chain

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

Goal #2: Zero Hunger



- During working hours, our employees are provided with the opportunity to take sufficient food breaks
- We operate an on-site canteen, which is tailored towards the requirement of our shift workers to reduce food waste
- We have food and drink vending machines available for employees across the factory site
- There is a variety of supermarkets and cafes within close proximity of the company premises
- We pay a food and drink allowance for employees on business trips

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Goal #3: Good Health and Well-being (1/2)



- Health and Safety at work is ensured via our various Management systems (Quality, Energy, Environment), as well as by a designated H&S Officer
- A company Doctor / medical centre is available to aid the health of our employees
- All employees have access to the recommended work-related medical checks
- We perform voluntary on-site vaccination campaigns (Coronavirus & Influenza)
- Environmental Health & Safety campaigns are carried out to promote health awareness and prevent workplace accidents

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Goal #3: Good Health and Well-being (2/2)



- Health and well-being events for the workforce
- Work-related rehabilitation management and employee welfare discussions
- Workplace related personal protective equipment
- Up-to-date risk assessments
- Regular safety instructions
- Regular blood donation events on works premises

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Goal #4: Quality Education



- Apprenticeship ratio ca. 10%; various apprenticeship officials within the company
- Company training, vocational school
- Intercorporate training
- Training & Learning on the job
- Further education opportunities to help improve personal, vocational or methodical development
- Co-operation with 2 local schools and the University of Applied Sciences and Arts, Dortmund. Amongst other benefits, this facilitates works visits in association with the technical teaching of Years 8 & 9
- Employment and project opportunities for work experience and students

Goal 5: Achieve gender equality and empower all women and girls

Goal #5: Gender Equality



- Equality officials within the company
- Participation in „Girls Day“
- Women in Production and Management positions are the norm for us
- Upgrading of sanitary equipment and installation of dedicated social rooms for women in Production areas
- July 2022: female workforce proportion 17%
- Equal Pay is guaranteed by the collective agreement on employment conditions

Goal 6: Ensure availability and sustainable management of water and sanitation for all

Goal #6: Clean Water and Sanitation



- Operation of our own waste water treatment plant at our works
- In-house laboratory analysis of e.g. emulsions, alkalies and acids
- Up-to-date hazardous substances register
- Renovation of numerous WC facilities throughout the offices and production areas

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

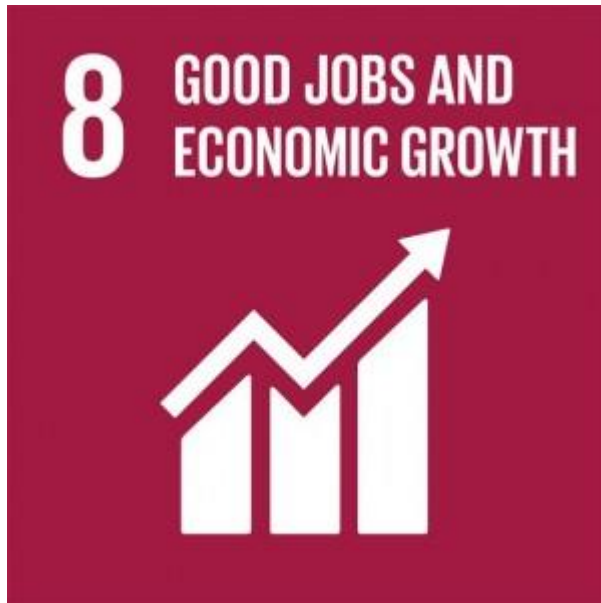
Goal #7: Affordable and Clean Energy



- Roof-top solar power project
- Increased proportion of electric vehicles within the company fleet
- Massive reduction in electricity and gas consumption since the closure of the melt shop in 2020
- Consumption of resources and energy efficiency are monitored by the Energy Management system

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Goal #8: Decent Work and Economic Growth



- Successful restructuring of the company
- Currently 200 employees and rising
- We avoid temporary and agency workers
- High proportion of skilled workforce
- Growth strategy and going concern with focus on success in quality, profitability, performance and sustainability
- Keeping costs under control
- Establishment and development of new markets and the founding of new companies within the Group

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Goal #9: Industry, Innovation and Infrastructure



- New investments at least in line with depreciation
- R&D Department / new products and alloys grades
- Optimization of work procedures
- Continual improvement
- Employee suggestion system
- Development of new customers and market segments
- Investment focus on digitilization / industry 4.0 and technology / productivity
- Goal: paperless company

Goal 10: Reduce inequality within and among countries

Goal #10: Reduced Inequalities



- Export proportion 70%
- Own corporate businesses on 3 continents
- Global sourcing of raw materials and a fair, partnership approach to all partners, everywhere

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

Goal #11: Sustainable Cities and Communities



- Melt shop closed in 2020: huge reduction of emissions
- Close co-operation with the authorities in the Arnsberg Region, Unna District and the town of Schwerte itself
- No complaints raised against the company by local residents for many years
- Sponsorship agreement with the Theodor-Fleitmann School in Schwerte
- DN is one of the largest industrial employers in Schwerte (Top 5)

Goal 12: Ensure sustainable consumption and production patterns

Goal #12: Responsible Consumption and Production



- Protection of resources
- Avoidance of waste
- Task force energy saving / energy teams
- Reduced gas consumption due to newly introduced measurement technology
- Separation of all resulting scrap with calculated valuation
- Agreements in place for scrap return and recycling with most raw material suppliers

Goal 13: Take urgent action to combat climate change and its impacts

Goal #13: Climate Action



- Offset tree planting on land-fill sites
- Continual improvement in environmental and energy performance
- Reduction in CO₂ footprint due to
 - Closing of the melt shop
 - Avoidance of transport within Europe for subcontract work
 - Company cars increasingly being replaced by hybrid or electric vehicles
 - Installation and expansion of charging points for electric vehicles

Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Goal #14: Life Below Water



- Water pollution control to protect the nearby Ruhr river
- Operation of our own water treatment plant installed in 2017 on the factory site
- Appropriate handling of dangerous chemicals within the Mill
- Leakage monitoring at all relevant equipment
- Double-skinned liquid basins
- Regular monitoring of the company by a water protection officer

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

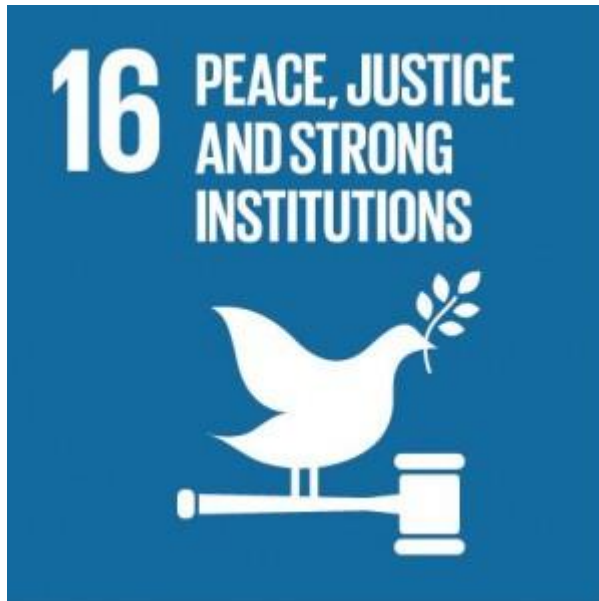
Goal #15: Life on Land



- Planting of on-site flora
- Bee-keeper operating on factory land
- Strict separation of refuse within the entire company
- Ecological compensation areas on company property
- No pesticides or similar used in the maintenance of the factory site

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Goal #16: Peace, Justice and Strong Institutions



- Established Code of Conduct
- Promotion of employee participation in decision-making, independent chair of works council committee
- Compliance, Compliance Commissioner
- Maintenance of a legal register
- Equal Treatment Act – discrimination is not tolerated
- Close co-operation with local and regional authorities and institutions

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

Goal #17: Partnerships for the Goals



- Close-knit partnerships with customers, suppliers, employees and management
- Including our foreign subsidiary companies in the continual development of our sustainability initiatives.

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Vielen Dank für Ihre Aufmerksamkeit