SIDERISE CORPORATE SOCIAL RESPONSIBILITY POLICY

Our Vision

Our vision is to be global leaders in passive fire solutions for the building envelope.

Our Values

Customer First: The customer is the beating heart of our business. And customer satisfaction, safety, trust and confidence is at the heart of everything we do.

Safety Matters: If our goal is to make the world a safer place, safety should be intrinsic to all we do. It's by doing this we can foster a culture of safety, a culture that's expansive and transferrable, so that people take that with them wherever they go.

Integrity in All We Do: We don't just manufacture products, we deliver confidence, advising customers on the best solution for their project. The ethos to do the right thing is within all of us, and this should be demonstrated when engaging with customers, work colleagues and suppliers.

Respect for Each Other: We are a proud team that understands that each and every one of us is working towards a common goal. There is no single person better than anyone else.

Strive for Betterment: Standing still isn't an option. Our DNA is always to improve, to do better. You're a part of something great. Forward-thinking isn't just for our technical teams, it's for all of us.

Context of the Policy

As an integral part of society, we always strive to be a trusted corporate citizen, fulfilling our responsibilities to the communities in which we operate. Siderise Corporate Social Responsibility (CSR) Policy covers the voluntary or philanthropic contributions we make to the communities.

CSR at Siderise focuses on:

- Creating value for society and the environment and operating with clearly defined targets.

- Developing solutions that serve the local needs and priorities of communities where it operates.

- Building partnerships with different stakeholders by going beyond the industry limits to expand its sphere of influence and ensure sustainability.

Scope of the Policy

This Policy applies to the Siderise Group, irrespective of business or location.

Type Of Philanthropic Activities at Siderise

1. **Charitable Donations**

Charitable donations refer to one-off or occasional support to good causes in response to the needs and appeals of charitable and community organisations, requests from employees, or in reaction to external events such as emergency relief situations.

Examples of charitable donations include:

- ✓ Donations of cash, products, services or equipment to local, national and international charitable appeals
- ✓ Social 'sponsorship' of causes or cultural events with name recognition for Siderise
- ✓ Company-matching of employee donations and fundraising
- ✓ Costs of facilitating donations by customers and suppliers
- ✓ Gifts of products from inventory at cost
- ✓ Occasional use of company premises and other resources

Charitable donations must:

- comply with all applicable legislation in the jurisdictions where Siderise operates; including but not limited to relevant markets legislation, commercial code, and tax laws,
- not conflict with the values or commercial interests of Siderise,
- comply with the principles in this Policy and all other relevant company policies
- be documented in accordance with relevant legislation.

2. **Community Investments**

Community investments refer to long-term strategic involvement in, and partnership with, community organisations to address a limited range of social issues chosen by Siderise.

Examples of community investments include:

- ✓ Membership of, and subscriptions to, charitable organisations that help to deliver the community engagement strategy
- ✓ Grants, donations (cash, product, services or equipment) to community partner organisations
- ✓ Secondments to a partner community organisation and other staff involvement, such as technical and managerial assistance to a partner organisation
- ✓ Time spent supporting in-house training and placements, such as work experience
- ✓ Use of company premises and other resources for partner organisations
- ✓ Costs of supporting and promoting formal employee volunteering programmes

3. **Commercial Initiatives**

Commercial initiatives refer to business-related activities in the community to directly support the success of Siderise, promoting its corporate and brand identities and other policies, in partnership with charities and community-based organisations.

Examples of commercial initiatives include:

- ✓ The sponsorship of events, publications and activities that promote corporate brands or corporate identity
- ✓ Cause-related marketing and activities
- ✓ Support for research via university engagement
- ✓ Support for other charitable institutions

Type of Philanthropic Contributions at Siderise

1. Cash Contributions

Cash contributions refer to the monetary amount paid by Siderise in support of community projects. This can include direct cash contributions and payments for materials and services. Examples of cash contributions include:

- ✓ Donations or grants
- ✓ Social sponsorship or support of cultural events or institutions
- ✓ Matched employee giving
- ✓ Employee involvement costs
- ✓ Membership and subscriptions to community-related organisations
- ✓ Cause-related marketing campaigns

2. Time: Employee Volunteering during paid working hours

Siderise considers employee volunteering to be a fundamental element of its corporate social responsibility approach. Time contributions for volunteering include:

- ✓ Fundraising
- ✓ Secondments
- ✓ Providing in-house training (e.g. supervising work experience placements)
- ✓ Development assignments

Employee volunteering should be undertaken during paid working hours. Time contributions for volunteering are tracked and measured by Siderise.

Volunteering activities at Siderise are focused on:

- Providing technical skills through education and training
- Raising awareness of environmental sustainability, particularly on the climate crisis and the circular economy
- Engaging in activities for the betterment of the environment
- Raising awareness on health & safety and well-being

3. In-Kind Giving

In-kind giving refers to contributions of products, equipment, services and other non-cash items from Siderise to the community. Examples of in-kind contributions include:

- ✓ Donations of products (such as for prizes at community events)
- ✓ Contributions of used office equipment or furniture
- ✓ Use of company premises
- ✓ Provision of free advertising space in a publication or on a website to a community organisation at no cost
- ✓ Provision of pro bono accounting or other professional services

4. Management Overheads

Management costs (overheads) refer to the costs associated with having in place a community affairs function.

Examples of overhead costs include:

- ✓ Running costs & overheads: phones, computer equipment, travel, business overheads
- ✓ Paying for external professional advice to better manage a programme
- ✓ Communicating the community programme to relevant audiences
- ✓ Research into issues and possible projects

Siderise Corporate Social Responsibility Priorities, Contributed SDGs, KPIs and Targets

Priorities	Relevant Sustainable Development Goals (SDGs)	Description of alignment between priority and business drivers	Business Benefit KPI	Social / Environmental Benefit KPI	Target
Climate Change	13 CLIMATE ACTION	Climate Change is a material issue for Siderise and its external stakeholders. Siderise is committed to reaching net zero emissions in its own operations by 2030 from a 2023 base year. Similarly, Siderise aims to create awareness and value-	Reduction of climate-related risks: Creating positive ripple effects across the industry and encouraging competitors to follow suit to tackle the climate change crisis which poses extreme risks for every business in the world.	Greenhouse Gas emission (tCO2e) reduction	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

		added CSR projects to decrease GHG emissions in the communities it operates.			
Circular Economy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 14 LIFE BELOW WATER	Circular Economy is a material issue for Siderise and its external stakeholders. Swapping from finite, potentially risky or under-pressure resources to safe, sustainable materials provides resource security and price stability. Resource security and regeneration reduce business risks.	Material elimination, reuse, and circulation in tonnes	Recycling rate increase

Tonnes of material recycled

Extent to which (i) global citizenship education and (ii) education for sustainable development are mainstreamed in curricula

Reduction in tonnes of plastic waste in the environment | By 2030, reduce waste generation through prevention, reduction, recycling and reuse

By 2030, ensure that local communities have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris |
| Health, Safety, Well-being | 3 GOOD HEALTH AND WELL-BEING | Health & Safety are company values and material issues for Siderise and its external stakeholders. Fire safety is at the core of | Local human capital development | The number of people reached regarding awareness of -illness attributed to household and ambient air pollution -illness attributed to | By 2030, reduce the number of illnesses from hazardous chemicals and air, water and soil pollution and contamination

By 2030, increase awareness regarding fire |

		Siderise's business.		unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe Water, Sanitation and Hygiene for All (WASH) services) -fire safety	safety and the after-effects of fire
R&D and Innovation		R&D and innovation are material issues for Siderise and its external stakeholders.	Skilled personnel recruitment as a result of the programmes	Research and development expenditure	Enhance scientific research, upgrade the technological capabilities of the industry, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending
				Proportion of youth and adults with R&D skills, by type of skill	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Governance

Any stakeholder can submit a proposal for a CSR project or donation. These proposals are filtered by the ESG Manager who checks the criteria against the CSR Policy. If the proposal is suitable, the ESG Manager shares it with the Management Board. The Management Board assumes executive responsibility for approving CSR projects and donations. If a CSR project is approved by the Management Board, a project team is formed.

Implementation

The project team is responsible for developing, coordinating, and internal reporting on the CSR programmes. The project teams use the B4SI Framework as guidance (https://b4si.net/wp-content/uploads/2020/12/B4SI-Guidance-Manual-2020-Public.pdf)

For each programme, Siderise aims to conduct an impact assessment. The ESG Manager and the Marketing Department communicate the performance of the programmes to the relevant stakeholder groups.

Adam Turk

Chief Executive Officer

26 May 2023