



The Calderys Group Modern Slavery Statement

The Calderys Group (the “Group”) is dedicated to upholding human and employee rights and actively supports international efforts to eliminate all forms of modern slavery. We expect our business partners, suppliers, contractors, and subcontractors to share this commitment.

We have already taken steps to implement our commitment and will continue to ensure that modern slavery has no place in our business and supply chains. We have established several policies and processes within our business that reflect our zero tolerance and opposition to all forms of forced labor.

Organizational Structure

The Group’s holding company is California Holding III Limited, a company incorporated under the laws of England and Wales. In total the Group comprises 77 entities operating in more than 30 countries. The Group currently has in the region of 5,800 employees and contractors.

Further details can be found at <https://calderys.com>

Our Business

With 150 years of experience behind us, we are a leading global provider for industries operating in high temperature conditions, specializing in thermal protection for industrial equipment with a wide range of refractory products and advanced solutions to enhance steel casting, metallurgical fluxes and molding.

In February 2023, Calderys joined forces with HarbisonWalker International, one of the largest suppliers of refractory products and services in the United States of America, which is now known as HWI, a member of Calderys and the brand for the Americas region of the Calderys Group.

The Risk of Modern Slavery in our Operations and Supply Chains

Our supply chains include supplies from Calderys affiliates as well as third party suppliers located around the world. Our purchasing teams are responsible for the assessment of the suitability of suppliers. The assessment is outlined in the next section of this Statement.

While we are not aware of any instances of slave labor in our supply chains, the Group's Purchasing Policy includes procedures to address such risks during the supplier approval, risk assessment, and annual performance assessment processes.

That said, we acknowledge that risks exist, particularly with our imports from China. A review of our Chinese supply base did not identify any suppliers based in the Xinjiang Uyghur Autonomous Region of the People's Republic of China.

Policies and Due Diligence Processes

The Calderys Group is committed to protecting the health and safety of its employees, customers, suppliers, contractors, visitors and others affected by its operations. We do not condone modern slavery, including forced labor and child labor. Through the Calderys Group Code of Business Conduct and Ethics, (the "**Code**"), we are committed to upholding Human Rights and the identification and eradication of forced and child labour in our supply chains. The Code follows internationally recognized best practices and the Calderys Group commits itself to complying with the following:

- The 1948 Universal Declaration of Human Rights
- The United Nations Guiding Principles on Business and Human Rights
- The OECD's Guidelines for Multinational Enterprises
- The International Labour Organization's Fundamental Conventions

We also apply the Calderys Group Purchasing Policy (the "**Policy**"). The Purchasing Department is responsible for strategic sourcing covering the Sourcing to Contract phase. The Procure to Pay process is covered by Calderys Operations & Finance.

The Policy requires all members of the Purchasing Department to be knowledgeable about the Code as well as associated policies, procedures and protocols and to apply Environment, Social and Governance (ESG) standards when evaluating the suitability of a supplier.

- During onboarding of a new supplier, the purchasing department engages with the supplier on the Supplier ESG standard of Calderys and seeks to obtain written agreement to comply with the standard.
- Any ESG gaps identified by Calderys, the purchasing team is required to develop an action plan to mitigate the identified risk with the suppliers within an agreed timeframe.
- Calderys will verify alignment with ESG standards through the use of a supplier self-declaration or internal assessments by Calderys Group teams.
- In 2024 the Calderys Group is implementing a responsible purchasing program for its critical suppliers that will be required to undertake an ESG assessment through the Ecovadis rating agency in order to identify the risks associated in our supply chain. Slave labor due diligence will be part of the assessment.

If any members of the Purchasing Team have a reasonable suspicion that a supplier is directly violating ESG Standards or is sourcing from any party in breach of these ESG Standards, they must report this to the Legal Department, the Ethics & Compliance Committee or Group Purchasing VP. Where appropriate the relationship with the supplier will be suspended or terminated.

We encourage our employees to remain vigilant to potential forced slave labor and to escalate any concerns to management or through the independent 'Speak Up' helpline, where reports are reviewed and investigated. Staff who report such concerns are protected from retaliation. The helpline is also available to our external stakeholders.

See <https://secure.ethicspoint.eu/domain/media/en/gui/109865/index.html>

The Calderys Group

October 1st, 2024