

We are a manufacturer of refractory materials which are a necessary element of furnace lining and heat equipment operating at high temperatures. We provide a comprehensive product portfolio for the steel smelting, non-ferrous metals smelting, cement and lime, glassmaking, foundry casting, coke production and other industries where high temperature processes are used. We provide comprehensive engineering services related to refractory ceramics.

Target

Respect for human rights is our duty; it constitutes the key part of our Company's strategy.

In this policy, we undertake to operate in accordance with the UN Guiding Principles on Business and Human Rights and the UN Global Compact (human rights, labor standards and environment).

Scope

All employees of Zakłady Magnezytowe „ROPCZYCE” S.A. and employees of subsidiaries and affiliates, as well as all our customers, suppliers and co-operators are bound by this policy.

The Human Rights Policy complements and consolidates human rights aspects of our other policies and guidelines, such as the Code of Values, Anti-Corruption Policy, Corporate Social Responsibility Strategy and safety procedures.

Our commitments

Observance of all human rights in accordance with the UN Guidelines, in particular:

- fair and non-discriminatory treatment of employees,
- ensuring safe working conditions by minimizing and eliminating harmful and arduous factors at workplaces,
- compliance with all applicable legal requirements for the protection of human rights,
- raising awareness of human rights among employees, customers, suppliers, co-operators,
- identifying potential hazards related to human rights violations and environmental and occupational safety impacts,
- managing its supply chain responsibly, which means, in particular, ensuring respect for human rights (acting with due diligence) when selecting suppliers,
- providing adequate mitigation and corrective measures in the event of a breach of rights and obligations.

Policy implementation

As part of the implementation of the Human Rights Policy in its business activity, the Company:

- ✓ uses environmentally friendly technologies in the production process,
- ✓ systematically monitors the functioning of the procedure for anonymous reporting of infringements,
- ✓ identifies potential hazards and assesses risks,
- ✓ aims at constant improvement of occupational health and safety,
- ✓ continuously improves the professional qualifications, skills and awareness of its employees,
- ✓ carries out the verification process and qualifies suppliers of raw materials and services,
- ✓ regularly makes public statements on non-financial information and data as part of its annual activity reports.

This policy is available through established internal communication channels and on the website.

Józef Siwiec, M. Sc. Eng.

President of the Management Board
General Director

Ropczyce, October 19, 2022