

VESUVIUS plc
Human Rights Policy

(Approved by the Vesuvius plc Board on 26 July 2022)

1. Introduction

- 1.1 Vesuvius is committed to respect the human rights of our employees by promoting an environment in which individual human rights issues are identified and upheld, and a uniform worldwide approach is taken to human rights.
- 1.2 Vesuvius strives to provide a safe working environment and ensure the safety and wellbeing of all of its people. Furthermore, we are committed to promoting an open and inclusive workplace where all employees feel engaged and inspired to achieve their maximum potential.
- 1.3 Vesuvius seeks to respect the human rights of, and to develop an understanding of, the cultures, customs and values that prevail in the local communities in which we work by developing an inclusive and open dialogue with all people affected by our operations.
- 1.4 The Vesuvius Code of Conduct sets out our high-level standards of behaviour. This policy supplements the principles set out in that Code. This policy reflects the principles contained within the United Nations (UN) Universal Declaration of Human Rights, the United Nations Global Compact and the requirements of the UK Modern Slavery Act 2015.

2. Scope

- 2.1 The Policy applies to all employees of Vesuvius plc, its wholly owned subsidiaries, and Joint Ventures where we have majority control. The ethical requirements of the Policy apply to all other persons acting on behalf of or representing Vesuvius.
- 2.2 If this Policy and/or procedures are more stringent than local laws, we will adhere to our own standards set out herein. If local law is more stringent than our principles, we will comply accordingly, using the Policy as a guideline.
- 2.3 This Policy is the high-level statement on human rights for Vesuvius plc. Where necessary, other standards and procedures will be developed and maintained, on specific human rights matters.

3. Policy

- 3.1 Forced or Compulsory Labour and Human Trafficking: We oppose the use of, and will not tolerate the use of, forced or compulsory labour and/ or human trafficking in our business, or in our supply chain.
- 3.2 Child Labour: We oppose the use of, and will not tolerate the use of, child labour in our business, or in our supply chain.
- 3.3 Health and Safety: We are committed to work towards our goal of zero injuries in the workplace whilst pursuing Vesuvius business. We strive to provide an environment of general wellbeing in the workplace as endorsed by our on-going safety campaign.
- 3.4 Freedom of Association and right to collective bargaining: Vesuvius fully respects its workers' democratic rights to participate or not participate in trade unions, or other collective bargaining organisations, without fear of intimidation, pressure or reprisal. Where our employees wish to be organised in a collective way, whether by membership of a recognised trade union or otherwise, we are committed to maintaining an

open and constructive dialogue with any such organisation or its representatives, provided it is reciprocal. We will bargain in a constructive manner to seek mutually beneficial collective agreements that protect and improve the Group's business model while delivering competitive pay and benefits for our people.

- 3.5 Unlawful discrimination, harassment and abusive behaviours: We are committed to ensuring that each employee and potential employee is treated with fairness and dignity. Any discriminatory practice, or unwelcome verbal or physical conduct will not be tolerated within Vesuvius. We are committed to promoting a work environment free of any form of harassment, exploitation, abuse or violence, as defined by the laws of each country in which we operate. We seek to provide each employee with equal opportunity for advancement without discrimination.
- 3.6 Remuneration: Wages and benefits paid to employees for a standard working week or month shall meet legal or industry minimum standards and be sufficient to meet basic needs of worker's direct dependents / immediate families. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.
- 3.7 Discipline policies: Discipline policies implemented in Vesuvius companies will ensure proportionality of sanctions, with a range of potential disciplinary actions and procedural fairness.
- 3.8 Working hours: The Group seeks to ensure that workers do not exceed reasonable working hours to ensure their physical and mental health and safety. We are committed to respect local regulations on working hours in every country in which we operate.
- 3.9 Proportionate Security Arrangements: Where Vesuvius uses armed security to protect its worldwide factories or offices, we will seek to ensure that our engagement with public and private security providers follows international standards (the Voluntary Principles on Security and Human Rights), balancing the safety of our employees and human rights.

4. **Governance and accountability**

- 4.1 The Vesuvius Board of Directors has overall responsibility, and the CEO specific responsibility for the implementation and monitoring of this Policy. Reports will be made to the Board of Directors where issues that arise under this policy have an impact on the Group or its business.
- 4.2 Our stance on human rights will be reported in our Annual Report and Accounts, available at: www.vesuvius.com
- 4.3 The measures we are undertaking to analyse and mitigate the risk of forced labour and human trafficking in our business and supply chain will be published annually in a transparency statement complying with the requirements of the UK Modern Slavery Act 2015

5. **Implementation**

- 5.1 This policy will be kept under review and updated as appropriate. It will be translated into the major functional languages of Vesuvius to ensure a clear communication across the Group and beyond of our approach to human and labour rights. The policy will be supported by appropriate internal training.
- 5.2 We communicate our policy on human rights and labour when engaging with suppliers under our Sustainable Procurement Policy and seek their support of the principles and commitments outlined in this policy.

6. **Speak Up**

- 6.1 All Employees, customers and suppliers of the Group are encouraged to Speak Up if they have concerns that the commitments set out in this, or any other, Group policy are not being upheld. All reports received are treated seriously and in confidence. No employee will ever be penalised or disadvantaged for reporting a concern in good faith. Retaliation against those who speak up will not be tolerated.