

## I. Diversity and Equality Statement

Vesuvius is dedicated to encouraging a supportive and inclusive culture amongst its global workforce. It is within our best interest to promote diversity and eliminate any potential discrimination in our work environment and where possible beyond.

Diversity is more than just a word at Vesuvius and guides how teams are built, how Vesuvius cultivates its leaders and how the company creates the right fit for every person inside of it. We have a global, multicultural customer base—we want to reflect that inside our walls. And we start by focusing on broad diversity of gender and nationality.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organization is representative of all sections of society where we operate. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favorable reward, facilities or treatment on the ground of age, disability, gender, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, or sex, or gender reassignment, or sexual orientation (“protected characteristics”). We are opposed to all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Vesuvius selects candidates for employment, promotion and training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilize their unique talents. Therefore, the skills and resources of our organization will be fully utilised and we will maximise the efficiency and motivation of our whole workforce.

## II. Responsibility of Management

Vesuvius Leadership will inform all employees that a diversity and equality policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of our stakeholders, customers and job applicants.

The company deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across the organisation as a whole. Fairness shall always be maintained.

Leadership will express clear expectations to encourage anyone who feels that they have been subject to discrimination to raise their concerns so we can apply corrective measures. Breaches of our policy will be regarded as misconduct and could lead to disciplinary action.

While leadership values and respects all aspects of diversity, our metrics is focused on tracking gender and nationality to ensure our workforce demographics reflect the clients and communities Vesuvius operates in. The company will, however, follow any geographic requirements of specific focus as defined by respective law.

Vesuvius Leadership will put every effort into ensuring a diverse candidate representation throughout our recruitment to first appointment, internal promotion and equal opportunity to access training programmes / development opportunities.

Vesuvius Leadership will review our practices – including employment practices – and procedures regularly and progress towards our ambition will be measured as set out in separate guidelines.