

# **DIVERSITY POLICY RE ALLOYS**

**RE  ALLOYS**  
RENEWABLE ENERGY ALLOYS

## INTRODUCTION

Re Alloys Sp. z o.o. is the leading ferroalloy producer in the region, and its products are used in all leading European markets. Taking into account the principles adopted and applied by the Company and the Company's mission, ensuring diversity and different perspectives in the Company's staff team and the Company's Management Board is of particular importance for the continued operation of the Company's dynamic yet sustainable growth.

### I. GENERAL PROVISIONS

1. Diversity, as defined in this Policy, is about recognising the uniqueness of each person, their unique aptitudes and competences, irrespective of differences based on visible and invisible, innate and acquired characteristics, such as gender, age, background, disability, sexual orientation, family and marital status, values, political beliefs, personality traits, education and interests. Respect for diversity is a fundamental human right and freedom.
2. This Diversity Policy will be applied by the body authorised to appoint the Management Board in respect of the Members of the Company's Management Board. It should be applied accordingly by the Management Board with regard to all persons employed by the Company irrespective of their type of employment.
3. Every person employed by the Company and working with the Company on a regular basis is required to comply with this Diversity Policy.

### II. MEASURES TO ENSURE DIVERSITY

1. The Company will take various measures to apply and implement the provisions of this Policy, including but not limited to:
  - 1) ensuring that the Company has a diversified and competent management staff, which means that when selecting the members of the Management Board of the Company and the directors and key managers of the Company, a decisive factor should be high qualifications, professional experience and professional preparation necessary to professionally and adequately perform the duties of management staff (see also Section III of the Policy);
  - 2) building diverse work teams, that is, ensuring that each team is open to employees with diverse experiences and insights;
  - 3) implementing a culture of openness in relations between employees and in relations with superiors and supervisors;
  - 4) providing opportunities to exchange competences within employee teams;
  - 5) observing the principles of equal opportunities for each person employed by the Company, i.e. ensuring that each person employed has equal access to training, promotions, benefits and remuneration;

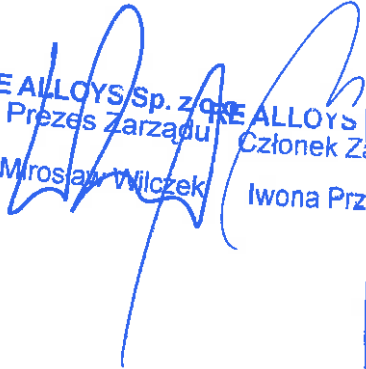
- 6) implementing a system of evaluation and promotion of employees based exclusively on the assessment of competences, achieved results and commitment to work;
  - 7) creating a friendly working atmosphere, including the promotion of attitudes among employees which respect diversity and accept the individual preferences of different people;
  - 8) applying transparent recruitment criteria, i.e. the application of the principle of equal opportunities when recruiting new employees to the Company and making it possible for each interested person to take part in the recruitment process;
  - 9) adapting the workstations to individual needs, in the case of
2. employing persons with disabilities by the Company.
  3. The Company will pursue a consistent policy of gender equality in all human resources processes, including recruitment, promotions, access to training, determination of wages, reconciliation of professional and family obligations, protection against mobbing and unjustified dismissal. The procedures used in the matters described above should include a selection method that guarantees the objective evaluation of the skills of the persons employed by the Company.
  4. Taking into account the basic criterion of knowledge, skills, professional experience and usefulness for the Company, the Management Board of the Company will strive to ensure that the composition of directors and key managers of the Company provides gender diversity at the level of not less than 25% of the minority share among the directors and key managers.

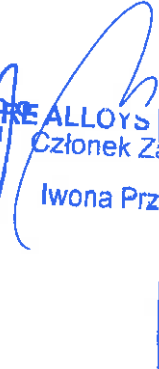
### **III. SPECIFIC PROVISIONS OF THE DIVERSITY POLICY FOR MEMBERS OF THE MANAGEMENT BOARD**


1. In selecting Members of the Company's Management Board, the body authorised to appoint Management Board members will apply all the diversity principles outlined in this Policy, always bearing in mind that the overriding principle and the duty of the body authorised to appoint Management Board Members is to appoint to the Company's Management Board, only persons who possess the appropriate competences, skills and experience necessary to manage the Company and act in the best interests of the Company and its shareholders, including in particular persons with the leadership, managerial and commitment qualities necessary to ensure the Company's continued dynamic growth, efficiency and safety.
2. Referring to the basic principles set forth in paragraph 1 above, the body authorised to appoint the Management Board will endeavour to ensure that the composition of each Management Board of the Company is also gender diverse with a minority shareholding of not less than 30%.

#### IV. FINAL PROVISIONS

If the Management Board or persons acting on its behalf are found to be in material breach of this Diversity Policy, the body authorised to appoint the Management Board may make appropriate comments and recommendations to the Management Board and call for the future application of all the principles set out in this Diversity Policy.

  
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