



thyssenkrupp nucera
Sustainability Policy



thyssenkrupp
nucera

Preface

At thyssenkrupp nucera, we recognize our responsibility towards a sustainable future. As we innovate and rethink our existing infrastructure with green hydrogen at large scale, we are committed to being a positive force for environmental protection, supporting the well-being of our employees, and upholding work-related human rights standards throughout our operations and value chain.

This integrated policy reflects our values and commitment to sustainable practices. Our focus areas are based on the results of our double materiality analysis. By prioritizing sustainability matters where we have the most significant leverage, we aim to benefit not only our business but also the communities and environment with which we engage. Uncompromising ethical behavior and compliance with local and global laws and regulation, is considered the cornerstone of our business.

Our Commitment to Environmental Protection

We firmly believe that future generations have the fundamental right to live in a sustainable and clean world. We are thus dedicated to respecting our environment, minimizing the negative environmental impact of our operations, and prioritizing sustainability in everything we do. Our goal is to prevent harm such as soil degradation, water pollution, air pollution, waste pollution, harmful noise emissions, or excessive water consumption, which could significantly impair protected rights and legal interests. Our environmental management system is guided by the ISO 14001 and ISO 50001 standards and is routinely audited. Moreover, we foster innovation to proactively drive positive, lasting change.

Our environmental commitment includes:

- **Innovation:** Our research and development for clean energy technologies create environmental benefits by supporting other industries transition away from fossil fuels. We are actively developing solutions for a sustainable future.
- **Energy Efficiency:** We strive to reduce energy consumption and increase our use of renewable energy. We have developed a comprehensive plan with clear goals and targets, and conduct annual internal audits to identify further opportunities for improvement.
- **Emissions Reduction:** In alignment with the Paris Agreement, we are working towards GHG emissions reduction and our goal of achieving net-zero emissions.
- **Water Stewardship:** We are committed to protecting and conserving water resources throughout our operations.

Our Dedication to a Safe and Inclusive Workplace for All Employees

Our people are at the heart of our success, and we are dedicated to providing a safe, inclusive, and engaging workplace. We aim to promote fair working conditions and protect the health and safety of our employees.

Our commitment to employee welfare includes:

Health and Safety

- **Safe Work Environment:** Our operational instructions on occupational health and safety are guided by the ISO 45001 standard.
- **Accident Prevention:** We have operational instructions for emergency response, equipment operation, and hazard recognition. Regular programs enhance employee awareness of safety risks and prevention methods.
- **Incident Reporting:** We have a comprehensive system for reporting incidents in order to prevent recurrence.

Equal Treatment and Opportunities for All

- **Anti-Discrimination:** We do not tolerate discrimination based on race, ethnicity, gender, age, sexual orientation, disability, religion, nationality, or socioeconomic background. We strive to prevent discrimination in all aspects of employment, including recruitment, hiring, promotion, compensation, appraisal, professional development and fair wages.
- **Anti-Harassment:** We do not tolerate any improper and unwelcome conduct that might cause offence or humiliation to another person. Harassment may take the form of words, gestures, or actions which tend to alarm, abuse, demean, intimidate, belittle, or humiliate others, or that create an intimidating, hostile, or offensive work environment.
- **Sexual Harassment:** We do not tolerate any unwelcome sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature that might cause offence to another person, is made a condition of employment, or creates an intimidating, hostile, or offensive work environment. Sexual harassment is not determined by persons sex, and all genders can be either victims or offenders.
- **Diversity, Equity, and Inclusion:** We hold ourselves accountable for upholding the principles of diversity, equity, and inclusion in all aspects of our work. We are committed to providing equal opportunities for all our employees, as well as applicants.

Our Responsibility to Uphold Human Rights Across Our Operations and Value Chain

We are committed to protecting work-related human rights, both within our operations and across our value chain. We aim to comply with all fundamental human rights frameworks, including:

- The United Nations Global Compact
- The United Nations International Bill of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights
- The Core Labor Standards of the International Labor Organization

Due Diligence

We have developed a compliance framework for human rights, social, and environmental due diligence obligations in our supply chain, characterized by an integrated and interdisciplinary risk management system.

- Our due diligence process focuses particularly on Conflict Minerals. Our suppliers must source only conflict-free minerals, such as tin, tantalum, tungsten, gold, their ores, and metals alloyed with conflict raw materials.
- We include environmental, social and human rights clauses in supplier contracts.
- The company pays special attention to at-risk or vulnerable groups within the value chain, such as communities or workers at project locations, and workers within suppliers, under minimum social safeguards.

Responsibility and Accountability

Our ESG department is responsible for implementing and monitoring adherence to this policy. We expect from all thyssenkrupp nucera entities, board members, executives, employees and business partners to uphold these commitments.

Review and Development of Policy

We strive to regularly assess our progress, identify areas for improvement, and address any disparities or challenges that may arise. To remain relevant and effective, this policy will be reviewed annually and communicated both publicly and internally.

The Management Board of thyssenkrupp nucera AG & Co. KGaA

Additional Resources

For more information on our sustainability practices, please refer to the following resources:

- [Code of Conduct](#)
- [Supplier Code of Conduct](#)
- [ISO certificates](#)