

Social Sustainability and Human Rights Declaration

Luma Metall (Luma) is a global supplier of Fine Wire and an expert for coating technology. As an international player it is especially important to us that our partners and customers follow and respect the same principles as all of our staff do at Luma when it comes to social- and human rights standards. Only together we can make a difference.

By *Social Sustainability* we understand:

- Luma respects and applies human rights. Luma takes social responsibility internally for its employees and externally within the local community.
- Luma creates a healthy and motivating working environment and develops competencies of its employees.

Our *Human Rights Code* is defined as follows:

A) The human dignity is untouchable.

B) We do not tolerate human rights violations of any kind, more specifically:

We practice a zero tolerance policy

regarding:

- Child labor or any kind of (modern) slavery
- Discrimination or violence against individuals or groups of individuals because of their race,
- gender, religion, age, nationality, social status or sexual orientation.

C) Consequences:

Should any Luma staff member violate the rules written in the Human Rights Code Luma will apply disciplinary measures.

Should we gain knowledge that any of our business partners or customers should violate the rules written in the Human Rights Code Luma reserves the right to terminate the business relationship immediately.

D) All applicable labour laws or laws on contract basis will be obeyed.

Place and Date: Kalmar, Sweden, December 08, 2020

Ulrich Stöhr, Sales Manager

Bill Selwood, CEO