

# GROUP VALUES



# SHARING A COMMON CULTURE

The Recylex Group's mission is to provide sustainable raw materials and high purified metals, based on its expertise of recycling the urban mines. The Group built itself on its historical know-how in metallurgy and on the strategic shift made towards the circular economy.

Thanks to this strong industrial culture, the values we all share within the Group are the driver of our social, environmental and economical performance with a constant care for all our teams, business partners, shareholders and stakeholders.

## CORPORATE VALUES



### COMMITMENT

The Recylex Group is proud of its mission: the valorisation of waste and materials from the urban mines through recycling, as well as the production of sustainable raw materials.

Therefore, Quality, Health, Security and Environment ("QHSE") performance is at the heart of our company's commitment. In this context, Recylex continuously works on industrial improvements, environment protection and corporate responsibility with the aim of achieving the best standards. As such, each entity of the Recylex Group develops prevention and management processes in terms of environment, safety, health and working conditions.

The personal involvement of everyone at Recylex is the key factor of success of our HSE collective performance and of our quality driven work culture.



### RESPECT

The Recylex Group is a community of men and women, moving forward together in one direction: building together a more sustainable future. Respect, tolerance and solidarity are among our core values.

Each company of the Recylex Group is committed to respect Human rights, laws and regulations in every country in which this company or its employees operate. Integrity, fairness and transparency are key drivers of our management process. The Recylex Group is against any form of discrimination and respects generational, cultural, personal as well as professional differences. Our will is that our Group reflects the diversity of our society. Thanks to our industrial history and culture, solidarity and team spirit are values that unite all the Recylex Group's teams. The Group aims at developing social dialogue and knowledge-sharing in order to enable the flourishing of all our staff.



### PERFORMANCE

The Recylex Group aims at generating a sustainable performance for the benefit of all its employees, shareholders and stakeholders. Industrial, financial, social and environmental performance must be the main driver of our strategy. QHSE is at the heart of our daily concerns and the Group aims at improving the working conditions of its employees, its environmental performance as well as its energetic footprint.

Through industrial efficiency and profitability, financial performance will enable the Group to build a sustainable future, deploy its development strategy as well as innovation for the benefit of all. Therefore, everyone at Recylex must focus on the quality of our products, the value-added of our services and the satisfaction of our business partners and stakeholders.