

Nyrstar Modern Slavery, Forced Labour and Human Trafficking Policy Statement



As a company, Nyrstar is committed to advancing respect for human rights. Human rights, as identified by the United Nations, are inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. These rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, and the right to work and education, among others. Everyone is entitled to these rights without discrimination.¹

Nyrstar supports international efforts to combat modern slavery, forced labour, and human trafficking in line with Nyrstar's Code of Business Conduct and all applicable local and international laws and regulations. The company continuously takes measures to ensure that no form of slavery, forced labour, child labour, or human trafficking exists within its global operations or supply chains.

Our Commitments

- At Nyrstar, we believe that modern slavery, forced labour, and human trafficking have no place in our operations or supply chain, and that business, government, and civil society should work together to prevent it from happening. Modern slavery (which can be defined as "the severe exploitation of other people for personal or commercial gain"), forced labour (which can be defined as "any work or services which people are forced to do against their will under threat of punishment"), and human trafficking (which can be defined as "the process through which individuals are placed or maintained in an exploitative situation for economic gain") are serious crimes and violations of fundamental human rights.
- Nyrstar is committed to the elimination of all forms of slavery and to the international efforts aimed at abolishing modern slavery, forced labour, and human trafficking, and has a zero-tolerance approach to such activities. The company adheres to the definitions and age restrictions set out by the International Labour Organization Conventions and by local laws and regulations.
- Nyrstar regularly deploys and communicates internal policies and public statements to ensure that everyone is conducting business in an ethical and transparent manner. The Nyrstar Code of Business Conduct sets out the company's objectives and expectations of how we work, the standards that we have put in place for contracting with business partners in our supply chain, and the values that we use as a baseline for operating globally.
- Everyone within the Nyrstar organization should be alert to any evidence of slavery, child labour, or human trafficking in operations linked to our businesses. Nyrstar undertakes thorough due diligence before onboarding business partners and screens against potential violations of modern slavery, forced labour, and human trafficking-related regulations. Nyrstar will ensure that sufficient resources are made available to meet the above commitments. We all have a responsibility to respect human rights, and we know that by advancing human rights in our operations, we are strengthening our business and building trust globally.

¹ In addition to this policy statement, Nyrstar has published a Responsible Sourcing Policy Statement on www.nyrstar.com.