

Nyrstar Modern Slavery, Forced Labour and Human Trafficking Policy Statement



As a company committed to advancing respect for human rights, Nyrstar supports international efforts against modern slavery, forced labour and human trafficking in conformance with Nyrstar's Code of Business Conduct, and local and global applicable laws and regulations. Nyrstar continuously takes measures to ensure that no slavery, forced labour or human trafficking is present in its worldwide operations and 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 avoid 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 use of violence, threats or coercion to transport, recruit or harbor people in order to exploit them for purposes such as forced labour") 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 aiming to abolish moderns slavery, forced labour and human trafficking and has a zero-tolerance approach to such activities and adheres to the definitions and age restrictions as set out by the International labour Organization Conventions ('ILO').
- Nyrstar regularly deploys and communicates internal policies and public statements to ensure that everyone is conducting business in an ethical and transparent mannerⁱⁱ. 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 base line 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 moderns slavery, forced labour and human trafficking related regulations.

Nyrstar will guarantee that sufficient resources are made available to commit to the above commitments. We all have a responsibility to respect human rights and we know that, by advancing human rights in our operations, we're strengthening our business and building trust globally.

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