



SACHTLEBEN MINERALS



Deutsche Baryt-Industrie



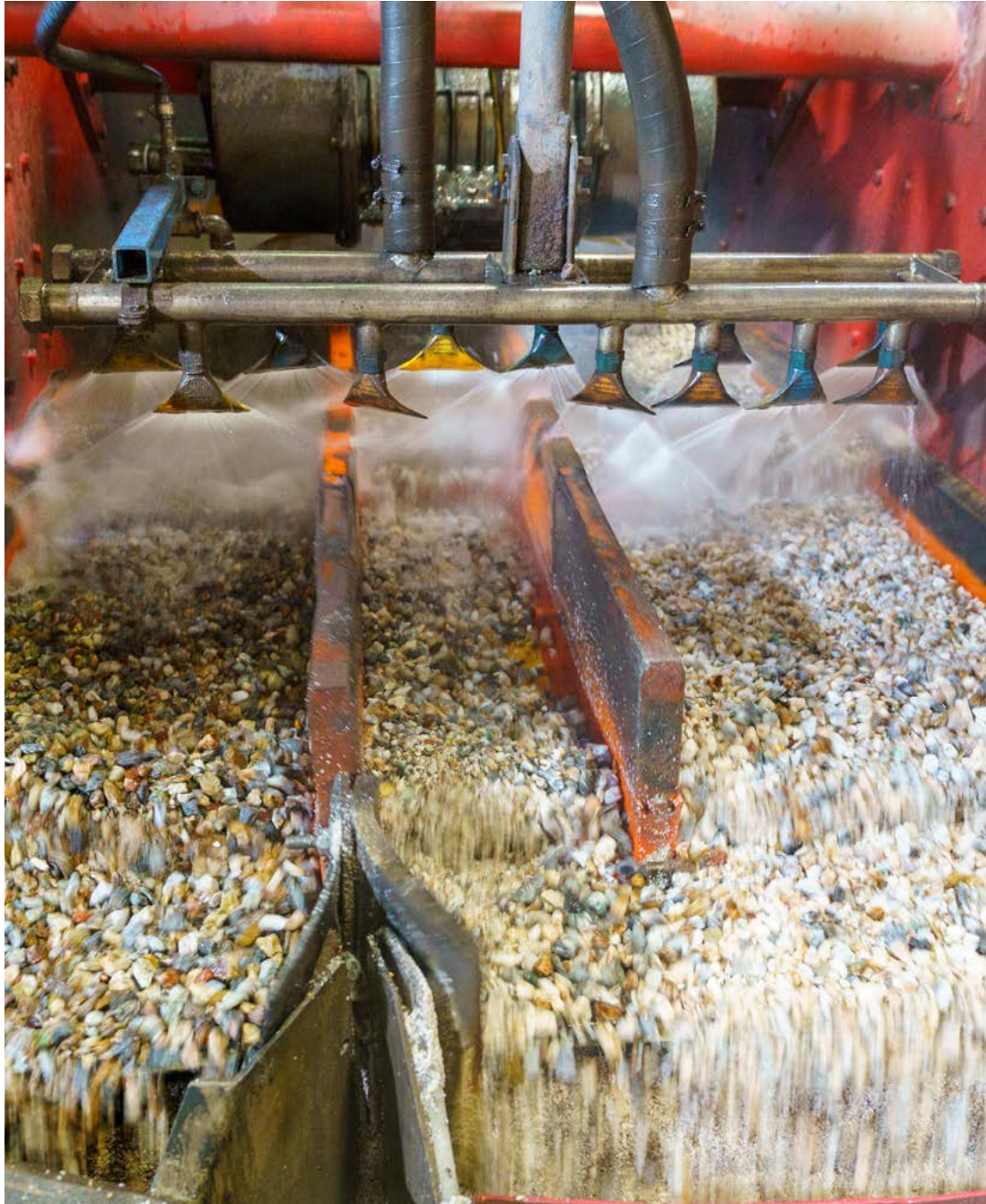
Sachtleben Bergbau



Fluoritwerke Erzgebirge

CORPORATE POLICY

The management and employees of the **Sachtleben Minerals Group** are committed to carry out the extraction and processing of industrial minerals and all necessary ancillary activities in accordance with the following strategic principles and objectives.



FINANCES

Sachtleben Minerals remains a profitable company group independent of bank financing and thus crisis-proof.

- ⊗ We aim to achieve a double-digit EBITDA margin, which is customary in the industry, in order to increase the value and sustainably strengthen the financial power of the group of companies. This goal is also reflected in our long-term planning.
- ⊗ Dependency on banks and connection to a corporate group is to be avoided.
- ⊗ A stable provision of funds by shareholders with long-term investment intentions must be ensured.
- ⊗ The average annual growth in turnover should be above the inflation rate. For this purpose, the markets and their potential are continuously scanned.
- ⊗ Investments are measured by their contribution to the achievement of our objectives.



MARKETS & PRODUCTS

We expand our significant position in markets for innovative fluorspar and barite products and use Cu/Ag as an important portfolio addition.

- ⊗ We determine possible restrictions in the supply of raw materials by long-term planning to ensure a permanent supply of competitive raw materials with regards to price and quality.
- ⊗ Exploration is used to expand our own raw material base.
- ⊗ The consistently on spec quality of our products has the highest priority.
- ⊗ Customer satisfaction and long-term customer relationships are important to us.
- ⊗ We maintain open communication both among each other and with our customers and suppliers.
- ⊗ We support our customers during innovation processes to develop tailor-made product specifications that fit both sides.
- ⊗ We focus on developing and expanding lucrative market opportunities.
- ⊗ The ability to supply is maintained reliably even in a difficult environment.



EMPLOYEES & ORGANISATION

We continuously master and improve our processes and are always able to resolve new challenges.

- ⊗ Our staff is developed in the long-term by early planning and training.
- ⊗ Appreciation and motivation are achieved by staff-oriented leadership, a steady process of information and good working conditions.
- ⊗ We reduce sickness and accident-related downtime by active health protection, high work safety standards and awareness raising.
- ⊗ Equipment and facilities are continuously maintained, serviced and modernised.
- ⊗ We master our processes and procedures, and constantly improve them on the basis of measurable operating figures.
- ⊗ Business & decision-making processes (sales, R&D, production, order processing, procurement, QM, finances, planning, HR, management, communication) are kept unbureaucratic, modern and transparent.



ENVIRONMENT & CLIMATE PROTECTION

We use our natural mineral resources responsibly and emphasise the importance of climate protection by our climate strategy included in our quality management manual. The responsible use of energy and the protection of environmental property such as human beings, animals, plants, water, climate, air, soil and landscape are the basis for our actions.

- ④ By monitoring the raw material input ratio (turnover-related), an efficient use of raw materials is ensured.
- ④ The long-term utilisation of tailings and waste rock is secured by a controlled tailings and waste rock management both on surface and underground.
- ④ Our objective is the maximum utilisation of our deposit with minimum dilution.
- ④ We maintain a high level mineral recovery with an increasing share of premium quality products.
- ④ Our objective is to optimise our use of energy and thus to continuously improve energy efficiency. For this we strive to find and establish long-term economic solutions for reducing energy consumption and to increase the use of self-generated renewable energy.
- ④ Legal and regulatory requirements are implemented.
- ④ Risks from hazardous waste are reduced by monitoring and restoration.



The essential processes for working according to these principles as well as for regular control and improvement are mapped out in our integrated management system.

The integrated management system of Sachtleben Bergbau GmbH & Co. KG and Deutsche Baryt-Industrie Dr. Rudolf Alberti GmbH & Co. KG is based on the standards DIN EN ISO 9001, DIN EN ISO 14001, DIN ISO 45001 and DIN EN ISO 50001.

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