



K&A Rasmussen
NORWAY



**Sustainability
report
2021**

Introduction

There is an increased expectation that the world should be made in a responsible and sustainable way. We must adapt to harmonize with UN's sustainability goals. In 2020 it was established a project group at K.A. Rasmussen which is responsible for ensuring that we reach these common goals. The project group, in cooperation with every employee, have done an evaluation of the most relevant goals for our company and have set specific goals we are to meet and where we believe it will have the strongest impact for the better. These goals are the foundation for our work in the period to year 2025. In 2021 we have focused on clarification and concretization of actions to achieve them.

The purpose of this report is to show stakeholders and any interested party how K.A. Rasmussen work with sustainability. It is structured in accordance with the three dimensions which constitutes sustainable development, and they are; social relations, climate and environment and economic relations.

K. A. Rasmussen's Sustainability Goals



The UN's sustainability goal is to have a common global workplan on how to rid the world of poverty, erase differences and to stop climate change by the year 2030.

This plan consists of 17 goals and 169 sub-goals which will act as a guideline for governments, companies and the civil society globally. Sustainable development is often defined as "development which meets the needs of today, without hurting possibilities for future generations to meet their needs".



A few words from the CEO

K.A. Rasmussen AS shall be a company that takes clear responsibility. Responsibility for our planet, our health, our environment, our safety and our talents. Sustainability strategy is also a rational strategy that is not new to K.A. Rasmussen. For 150 years, we have focused on taking care of the metals we work with in a good way. All our employees are committed to trying to get better and we are absolutely certain that going for zero emissions will be important (or another good word for condition/a must) for being able to compete in the future. However, it is not just about success. It's about responsibility. Not only to our stakeholders, but just as much to ourselves.

Personal safety

Social sustainability all about how all human beings should have the same opportunity for a stable and healthy life, to educate them self, work and live without any discrimination. A central part of our sustainability work encompasses our social responsibility to create stable and secure jobs. Our employees are our most valuable resources, and at our heart is to create a good work environment and to secure diversity, a safe place to work, fair salary and conditions, and equality.

Many of our employees have tasks that are associated with high risk. That is why work safety is a high priority at our facilities. Since we work with high value metals, we are a target for robbery, threats, and other economic criminality. In addition to this, many of our employees work with strong chemicals, high temperatures and heavy machinery. This leads to strict requirements regarding in-house safety routines, and we have a zero vision for accidents and injuries.



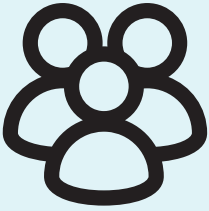

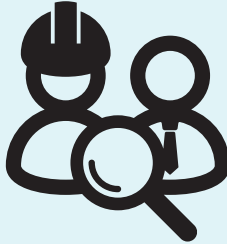

Injuries H1	Count	2021		2020	
		H1	Count	H1	Count
Employee	0	0	0	0	0

Injuries H2	Count	2021		2020	
		H2	Count	H2	Count
Employee	2	16,1	0	0	0

H1-value: Injuries resulting in absence for every 1.000.000 working hours. 12 months continuously measured

H2-value: Injuries where medical treatment is done/re-arranged work is set in place for every 1.000.000 working hour. 12 months continuous measurement.

Sick leave	Unit	2021	2020
Self-reported	%	1,54	1,22
Doctor prescribe sick leave	%	3,52	5,28
Total	%	4,86	6,50

			
Employees in 100% position	Trainees	AMUS score (benchmark 61)	Sick leave
91,3%	2	76	4,86%

Working environment and diversity

K.A. Rasmussen shall be a safe and solid employer where every person feels seen and heard, and everyone should be allowed to develop their skills. To measure our quality on these points, we regularly do an employee survey where our goal is to see a positive trend in the scores for each new survey. We also have the goal of being above the national average score on employee satisfaction

2021 was the start of systematic efforts working towards equality, to stop racism and increase diversity. A status was mapped regarding gender inequality, racism and other personnel affairs and surrounding routines and measures. This highlighted there is a very low diversity within ethnicity, religion, other personal beliefs, and disabilities. To try and counter this, the routine for recruitment has been revised for us to be more neutral and welcoming. In November 2021 we participated in NHO's "Girls and Technology", which is an effort to improve gender equality within technology related professions. We had visitors from local middle schools, to whom we presented opportunities that are available through natural science and technology. Future professionals need to solve climate change and other challenging matters. To do this, we need to recruit from the whole population. We hope to help with increasing the proportion of women in technical subjects at vocational school, college and universities.

Employees	Unit	2021	2020
Employees by 31.12	Count	69	70
Employees in 100% positions by 31.12	%	91,3	92,9
Turnover	%	15,66	12,16
Apprentices by 31.12	Count	0	0
Trainees by 31.12	Count	2	1

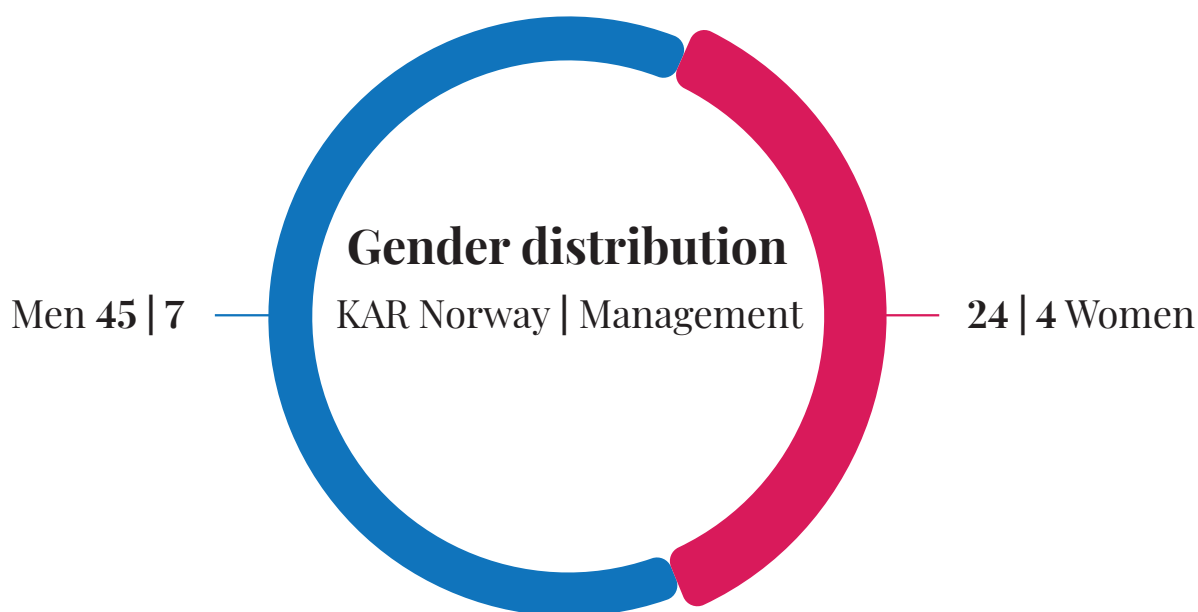
K.A. Rasmussen as an employer	Unit	2021	Last time measured
Satisfaction and motivation among employees			
Response rate AMUS*	%	88 (61)	92 (60)
Average score	AMUS*-index 0-100	76	63
Benchmark score	as above	61	61
Employees who have had a yearly performance talk with their leader	%	98,5	86,4

* AMUS = Working environment questioner through Salutis HMS, quality ensured and based on QPS-Nordic.

Gender distribution	Unit	2021		2020	
		Women	Men	Women	Men
People in KAR Norge	Count	24	45	24	46
People in manager group	Count	4	7	3	7
People in board of directors	Count	1	7	1	7
People in parental leave	Count	2	2	0	1
Length of parental leave*	Count*	19,2	12,0	0	14,6
Temporarily employed people	Count	2	1	2	3
Part time workers	Count	4	2	3	2
Involuntarily part time workers	Count	1	0	0	0
Newly hired employees**	Count	1	5	5	7

* Shown as average number of weeks

** including planned substitutes, not summer interns



Equal pay comparison	Unit	2021	2020
Average pay of women compared to average pay of men for all employees	%	95,4	N/A
Average pay of men compared to average pay of women for all employees	%	102,4	N/A

For more detailed information, please see our statement for "Arbeid for likestilling og ikke-diskriminering" on our website

Environment

K.A. Rasmussen plays an important role to the circularity of our business through the influence of being one of the market leading Nordic companies in precious metal refining. To extract precious metals from mines requires large amounts of resources, as well as being a source for hazardous emissions to the environment. Recycling offers a more environmentally friendly source for precious metals. These metals are possible to recycle and recover for a multitude of cycles, without the quality dropping below acceptable levels. This is not a perfect solution, as refining of recovered precious metals also carries a large use of strong chemicals, but new technology and knowledge continuously reduce the environmental footprint of these processes. A goal for our company is to reduce the use of chemicals per amount refined metal by 20% by 2025, compared to 2020 levels. We do too continuously search for substitutes for the most health and



environmentally hazardous chemicals in use.

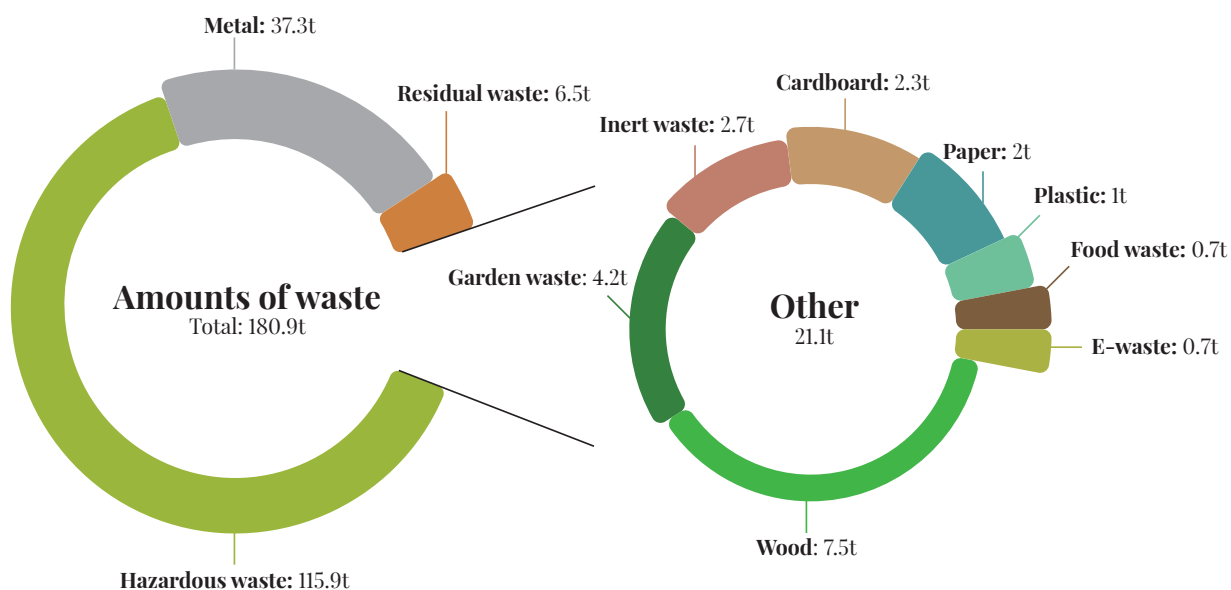


Recycled gold

100%

K.A. Rasmussen cares about having as low as possible negative impact on the environment. The factory is located close to housing and leisure areas, which has driven the factory to build solid systems to rinse wastewater and gas from production. We won the "Industriforbundets miljøpris", an environmental efforts recognition, already back in 1981, and we have been registered and comply with the ISO 14001-standard since 2014. We continuously follow developments within rinsing technology of water and gas and are quick to try new and promising methods to improve our current processes.

Another important area for K.A. Rasmussen is to reduce the amount of waste produced in our value chain. We are proud to have a very low amount of mixed general waste from our sites since we take the time to sort our waste into different waste types. A lot of our waste classify as hazardous waste, which we work close with our waste management suppliers to handle in the best fashion. It is well known that reuse is more resource efficient than recycling, so we focus on reusing cardboard and wrapping for new shipments. We also receive most of our chemicals on IBC-containers which we deliver back for reuse. In 2021 we returned 65 such containers. This alone gives environmental savings of 2,7 ton steel, 1,0 ton plastics and 6,5 ton CO2 emissions, compared to producing these once more.



Waste types	Unit	2021	2020
Cardboard	ton	2,331	2,820
Paper	ton	1,995	2,220
Metal	ton	37,340	5,960
Food waste	ton	0,724	0,523
Wood	ton	7,480	5,940
E-waste	ton	0,730	0,980
Inert waste	ton	2,740	3,380
Plastics	ton	0,960	3,430
Garden waste	ton	4,220	0
Residual waste	ton	6,470	7,840
Hazardous waste	ton	115,890	60,563
Degree of sorting	%	96,42	91,63

Total yearly emissions to air	Unit	2021	2020
NO _x	tonn	2,23	2,52
SO ₂	tonn	0,83	0,62

Estimates based on calculations

Total yearly emissions to water	Unit	2021	2020
Ag	Kg	0,43	0,21
Cu	Kg	2,39	2,46
Zn	Kg	1,49	1,47
Fe	Kg	0,04	0,34
Ni	Kg	0,62	-

All emissions are well within the concession in place for this industry

Environmental accidents	Unit	2021	2020
Serious environmental accidents ¹⁾	Count	0	0
Small environmental accidents ²⁾	Count	1	2

¹⁾ An accident which causes serious or irreversible change to the environment

²⁾ An accident which causes a small and non-permanent change to the environment



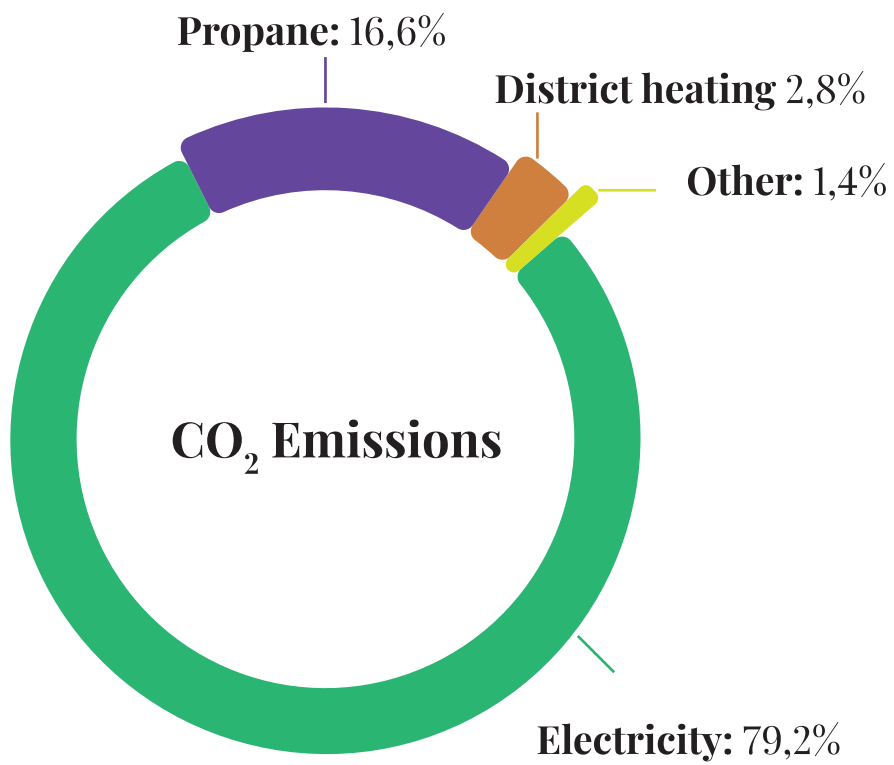
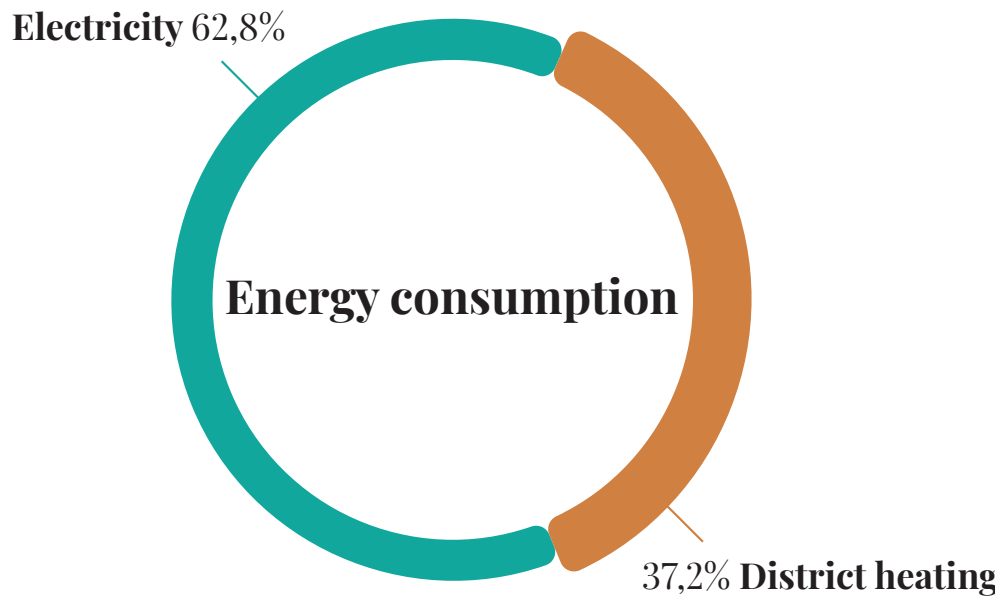
Climate

K.A. Rasmussen started accounting CO₂-emissions for its facilities in Norway in 2021. Looking at total CO₂-emissions it is clear that the production processes are not the main source, but that the main emission stems from energy usage and transport. A focus group has been established which has responsibility for finding and promoting measures for bringing down the energy consumption. For 2022 the CO₂-accounting shall include all K.A. Rasmussen sites globally, and we also aim at incorporating indirect emissions. This will show our most negative impact areas on the environment and set us up for work on the most beneficial areas.

Our employees are our most valued assets, this too when we look at sustainable development. We value having motivated employees who strive to lead K.A. Rasmussen in the right direction. In November 2021 we had a visit from Østlandet Gjenvinning, who had a lecture on how wastes are treated, and how to best exploit it when looking at the environmental footprint. This was well received and we hope to arrange similar activities for our employees in the future.

Energy usage	Unit	2021	2020
Electricity Hamar	MWh	3434	3485
Electricity Oslo	MWh	34	35
District heating	MWh	2052	1616

CO ₂ -emission equivalents, Norway sits	Unit	2021	2020
<i>Direct emissions (Scope 1)</i>			
Propane	tCO ₂ eq.	12,383	11,977
Other	tCO ₂ eq.	1,071	0,141
<i>Indirect emissions (Scope 2)</i>			
Electricity	tCO ₂ eq.	58,948	59,840
District heating	tCO ₂ eq.	2,052	1,616
Total CO₂-emission	tCO₂ eq.	74,454	73,574



Business ethics and anti-corruption

There are many challenges associated with having a core business within precious metals. These are metals that have a high value with low volume, at the same time as there is low or no traceability of the metals. This makes them well suited for use in, among other things, money laundering or other corruption. In many countries where the metals are mined, there are also major challenges with illegal financial and arms flows, organized crime, corruption and human rights violations. Due to these challenges, we have chosen to have the UN's sustainability goals 16 "Peace, justice and



We act with responsibility

well-functioning institutions" as one of the sustainability goals we will have the greatest focus on, and to which we can make a positive contribution. As part of this work, we have during 2021 invested in a new digital system to further develop our routines for registration and assessment of customer information, precisely to ensure that the metal we receive does not originate in conflict areas, criminal activities or has led to human rights violations. Furthermore, we also ensure that the funds for which customers buy metals come from legitimate sources.



All employees have a responsibility to notify if matters worthy of criticism are discovered. We believe this will help to develop the company positively. Training has been prepared and provided in routines that, among other things, concern breaches of internal guidelines, e.g. for responsible metal trading, legislation, harassment, discrimination or financial infidelity. No inquiries were received in 2021, either internally or externally, regarding notification of business ethics, corruption or working environment.

Notification matters	Unit	2021	2020
Total reported incidences	Count	0	0
Related to business ethics and anti-corruption	Count	0	0
Related to working environment	Count	0	0
Sanctions, business ethics and corruption	Enhhet	2021	2020
Cases where legal or administrative sanctions have been imposed on the basis of significant breaches of business ethics legislation	Count	0	0
Fines or fees for significant breaches of business ethics legislation	MNOK	0	0

- 1) Inquiries related to business matters, such as work-related crime and questions of impartiality.
- 2) Inquiries related to employees, such as conflicts of interest and discrimination.
- 3) Significant legal sanctions for accounting fraud, corruption.