

RHI Magnesita Community Investment Guidelines

RHI Magnesita's success depends on the communities in which we live and work; our business can only be sustainable if they are. Supporting thriving communities is therefore one of the four pillars of our sustainability strategy. We work with local community leaders, government and NGOs on environmental and social issues of concern to them and our business.

What We Support

We ensure focus and maximum benefit by concentrating our contributions into three focus areas:

- Education
- Youth development
- Environment protection

In addition, we provide emergency relief if a host community is hit by disaster, natural or manmade, working with relevant relief organizations.



Education, especially:

- Science, technology and engineering (STEM)
- Girls' education



Youth development, especially:

- Enterprise education
- Skills training



Environmental protection, especially:

- Water
- Climate
- Forests

To maximize the benefit we can bring, most of our support is channeled to in-depth projects that are:

- **Focused:** Projects meet an identified need in the local community or environment; align with our focus areas; and support the Global Goals.
- **Outcome-focused:** Objectives and goals are clearly defined; results are measured, yielding maximum impact for local communities.
- **Sustainable:** Are scalable; provide skills development and capacity building; and are sustainable beyond our support.
- **Engagement:** Actively engage local communities; seek support from other appropriate partners; and provide opportunities, where possible, for our employees to volunteer.
- **Awareness:** Allow us to build awareness of the issue, the program and our support.

Although the bulk of our support is channeled to longer-term and larger-scale projects, a portion of our funds is available to projects that do not fit the criteria above but are deemed important to community well-being by our local operations.

Who We Support

We aim to develop long-term partnerships. Our preference is to partner with non-profit organizations that demonstrate:

- **Vision:** Long-term goals and objectives that support the Global Goals and are publicly communicated.
- **Reputation:** A strong reputation for integrity, project management and partnership.
- **Track record:** Projects that are scalable, sustainable and, where appropriate, innovative.
- **Engagement:** Active dialogue with local communities, engagement of other potential partners and, where possible, volunteerism by our employees.
- **Transparent:** Reporting in a transparent fashion.

All potential partners must act in accordance with this guideline and the RHI Magnesita Code of Conduct.

Restrictions

RHI Magnesita does NOT support:

- Contributions in order to influence a business or governmental decision (e.g. awarding a contract, etc.); or give the appearance of undue influence
- Business partners or any person or organization closely related (e.g. factory sports clubs)
- Donations, sponsorship or other contributions which violate in particular but not limited to local, Austrian, Dutch, or EU law, the U.S. Foreign Corrupt Practices Act, the UK Bribery Act or any other applicable law. Organizations that do not align with our values and Code of Business Conduct
- Entities without good standing and a clean record with authorities
- Activities that may have a detrimental effect on the natural environment
- Organizations that discriminate by race, sex, religion, age, national origin, ancestry, citizenship, sexual orientation, gender identity or expression, or disability
- Organizations directly involved in gambling, recreational or illegal drugs, tobacco and armaments
- Organizations or individuals linked to political, partisan or sectarian associations
- Public authorities, agencies, administrative bodies, their officials and officers (e.g. municipality, police, embassy) as well as persons or organizations closely related to them (e.g. police sports clubs, International Police Association).
- Marketing, advertising or commercial activities
- Professional sports or athletic teams; unless the engagement takes place in a clearly defined framework supporting our focus areas.
- Appeals by or on behalf of individuals (e.g. athletes, artists, academics), including travel, field trips, research projects, private pursuits or family reunions; unless the engagement takes place in a clearly defined framework supporting our focus areas.
- One-off events such as conferences, seminars, expositions, tours, camps and travel
- Activities and events that have already occurred

How We Support

The contributions we make to community investment projects may include the following:

- Monetary contributions
- In-kind, such as computers, furniture, equipment, rooms, transport.
- Pro bono support, including management expertise and employee time spent volunteering during work hours.

Employee Volunteering

- RHI Magnesita strongly encourages employees to give their time and expertise to support local community and community partner organizations.

Agreements

- All partnerships must be supported by a contract/agreement, as well as declarations of compliance to ethics codes, etc.
- The contract should state in detail amounts payable, payment periods, objectives and purposes of the contribution, as well as details of collaboration and evaluation, and should focus on outputs and impacts.
- RHI Magnesita has standard terms for payments, including those made to charities and non-profit organizations.

Evaluation

RHI Magnesita will regularly evaluate the effectiveness and impact of its corporate contributions, especially before extending collaboration. Evaluation will consider:

- **Effectiveness:** Progress against stated goals
- **Engagement:** Efficacy of dialogue with local community, RHI Magnesita and other potential partners
- **Awareness:** Review of communications to raise awareness of the issue, the project, and our involvement
- **Compliance:** Ensuring recipients continue to comply with the terms of the agreement, our values and Code of Conduct

How to Apply

To apply for funding for a project, please forward a submission to sustainability@rhimagnesita.com.

All submissions will be assessed and someone from our team will contact you to discuss your proposal further.

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