



RHI MAGNESITA

# **FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS**

2025 Annual Report

A photograph of a large, blue and white sign for RHI Magnesita. The sign features a stylized logo of stacked layers and the text "RHI MAGNESITA" in white capital letters on a blue background. The sign is positioned in front of a modern building with large windows, and some tall grass is visible in the foreground.

# About this Report

This report outlines the collective commitment and ongoing efforts by the RHI Magnesita Group<sup>1</sup> to combat forced labour and child labour within our supply chains pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"). The practices and measures described herein reflect and align with broader group-wide policies and initiatives adopted by the global organization of which RHI Canada, Inc. and Resco Canada, Inc., are a part.

The report is submitted by RHI Canada, Inc. and Resco Canada, Inc. for the financial year ending December 31, 2024 (the "Reporting Period").

The Report is published annually to chronicle our continuing journey to protect human rights and reduce the risk that forced labor or child labor is being used in RHI Magnesita's operations and supply chains.

<sup>1</sup> RHI Magnesita Group: RHI Magnesita N.V., its subsidiaries, associates and joint ventures. In the present statement also referred to as RHI Magnesita or the Group.

# Our Structure and Business



RHI Magnesita is the leading global supplier of high-grade refractory products, systems and solutions that are critical for high-temperature industrial processes. It operates a vertically integrated value chain ranging from raw material sourcing to refractory production and performance-based solutions. The Group is structured through subsidiaries worldwide, allowing for a robust global presence and close collaboration with our customers across various industries including steel, cement, metals and glass. Our products are also employed in the environment, energy, and chemical sectors. This global footprint reinforces our capacity to influence and maintain responsible practices throughout our supply chains.

The ultimate parent undertaking of The Group is RHI Magnesita N.V., a public company with limited liability incorporated and registered under Dutch law. Our shares are listed on the Main Market of the London Stock Exchange and are included in the FTSE 250 Index, as well as on the Standard Market of the Vienna Stock Exchange.

RHI Magnesita serves customers around the world, with around 22,000 employees in 47 main production sites, 9 recycling facilities and more than 70 sales offices.

For more information on RHI Magnesita's structure, business and supply chain please see the company website<sup>2</sup> and the Annual Report 2024, which contains full details on our revenue and our staff base.

<sup>2</sup> Corporate website: [www.rhimagnesita.com](http://www.rhimagnesita.com).

You can find our Annual Reports and Sustainability Reports here: [Reports & Presentations - RHI Magnesita Investors](#)



# Our Commitment

RHI Magnesita recognizes that respect for human rights is a central pillar of environmental, social and governance best practices. We are committed to protecting human rights through our operations and business relationships. This commitment is anchored by our regular reviews of our Code of Conduct, Supplier Code of Conduct and Human Rights Policy.

Our Human Rights Policy specifically prohibits the use of all forms of forced labor, including modern forms of slavery, and any form of human trafficking.

The above commitment is expanded to suppliers when signing our Supplier Code of Conduct and can be checked by RHI Magnesita at any time through questionnaires, on-site visits or supplier audits.

To learn more, download RHI Magnesita's Human Rights Policy<sup>4</sup> and Sustainability Report<sup>5</sup>

<sup>4</sup> You can find our Human Rights Policy here: [Human Rights Policy](#)

<sup>5</sup> You can find our Sustainability Reports here: [Reports & Presentations - RHI Magnesita Investors](#)



# Policies and Protections

RHI Magnesita rejects and does not tolerate any form of slavery and human trafficking in any part of its business and expects compliance with these standards from its suppliers and contractors. Our commitment to prevent forced labor and child labor in its business and supply chains is underpinned by appropriate policies. We believe that ethical conduct goes beyond compliance and resides in a comprehensive governance culture.

We are committed to upholding human and labor rights in accordance with international standards. By joining the United Nations Global Compact - a voluntary initiative that promotes global standards in the areas of human rights, labour, the environment, and anti-corruption - we have pledged to incorporate its principles into our business strategy and day-to-day operations. This commitment reflects our ongoing dedication to ethical conduct across our value chain.

In 2023, RHI Magnesita appointed a Human Rights Officer to oversee the human rights due diligence processes within the Group. In the coming years, we will continue to further develop our actions in line with the widening regulatory developments and key risk areas within the organization.

All relevant policies are available in the Policy Library<sup>3</sup>.

<sup>3</sup> Policy Library: <https://www.rhimagnesita.com/our-sustainability/ethics-compliance-policies/>

# Code of Conduct

## And Supplier Code of Conduct

In our Code of Conduct we clearly commit ourselves to compliance with human and civil rights as well as the applicable labor and social laws. We establish the values and expectations that underpin the ethical approach to business of RHI Magnesita. The Code of Conduct is valid throughout the whole Group and binding for all employees regardless of their position or type of employment.

Our Supplier Code of Conduct extends the principles of our Code of Conduct and Human Rights Policy to our suppliers. It requires suppliers to respect human rights and details our expectations of supplier regarding compliance with laws and ethical standards and human rights. By self-certification, our suppliers commit themselves to comply with applicable labor and social laws, refrain from any form of forced, compulsory or child labor.

The Code of Conduct is regularly reviewed to ensure it continues to adhere to our core values of integrity and respect and that it remains consistent with industry standards and trends. The Supplier Code of Conduct is being updated in 2025 to include an expanded section on human and environmental aspects.

To learn more, download RHI Magnesita's Code of Conduct<sup>6</sup>

<sup>6</sup> Our policies, among others the Code of Conduct, the Code of Conduct Guidance, the Supplier Code of Conduct and the Human Rights Policy are available in English under: <https://www.rhimagnesita.com/our-sustainability/ethics-compliance-policies/>. In addition, our Code of Conduct and Code of Conduct Guidance are available in several languages under: <https://ir.rhimagnesita.com/corporate-governance-2/code-of-conduct/>.





# Due Diligence Processes

RHI Magnesita undertakes audits at supplier sites and requires participation in third-party evaluations provided by EcoVadis to ensure supplier compliance with a range of sustainability issues, including forced labour.

We have implemented a comprehensive risk assessment and due diligence framework across RHI Magnesita's value chain to identify, assess, and mitigate risks of forced and child labour. This includes:

- Third-party cloud-based evaluations are used by RHI Magnesita to enable us to identify, manage and monitor the ESG performance of our suppliers and assess the specific risks of forced labour and child labour in our supply chains.
- Conducting annual risk mapping and screening allows us to focus on red flag or areas of concern that could violate RHI Magnesita's Code of Conduct and/or infringe any other relevant legislation or regulation, the business partner, supplier and/or business transaction will be rejected.
- We have specific provisions in our standard supplier contracts used for the procurement of goods and services which explicitly require that suppliers comply with all applicable laws and with RHI Magnesita's policies, including the Supplier Code of Conduct, which prohibits the use of child labor, forced labor, human trafficking or any other form of modern slavery.
- Pursuant to the Supplier Code of Conduct, Suppliers are expected to demonstrate compliance with the Supplier Code of Conduct upon our request. We reserve and exercise the right to verify compliance with the Supplier Code of Conduct, including through site visits and inspections by designated agents. In addition, if a Supplier fails to comply with any aspect of the Supplier Code of Conduct, it must provide immediate notice of the violation to RHI Magnesita.

# Training

A global e-learning module covering key Business Ethics topics, including aspects of human rights, was launched in 2020 and refreshed in 2023. In 2022, a training program focused on ESG-related topics was introduced for employees and was updated again in 2024, with an expanded emphasis on human rights.

Additionally, a dedicated training on the fundamentals of human rights was added to our learning portfolio over the past year. A specialized ESG training module for employees involved in procurement was also launched, and further development of this initiative is planned for 2025, with a continued and strengthened focus on human rights.

In 2024, significant attention was dedicated to integrating newly acquired entities. As part of the broader integration strategy, extensive efforts were made to understand each entity's compliance culture and align their practices accordingly. Emphasis was placed on fostering collaboration through in-person engagement and open dialogue, ensuring that business ethics approaches were shared, discussed, and evolved together.





# Remediation Measures

RHI Magnesita conducted 52 on-site supplier audits in 2024 at selected sites. In parallel, we continued to strengthen our business partner due diligence processes and advanced our broader sustainability efforts across the supply chain by leveraging a third-party tool. This approach enables greater information exchange with our supplier network.

In instances of non-compliance with the Supplier Code of Conduct, a three-step escalation process is applied, aimed at identifying root causes and implementing corrective actions. Should a supplier fail to meet these requirements, RHI Magnesita may consider suspending or terminating the business relationship.

In 2024, no instances of forced labour or child labour were identified within our operations or supply chain. Consequently, no remediation measures were required, including those related to addressing forced or child labour or compensating vulnerable families for any loss of income resulting from such actions.

**Policies**

**Verification**

**Compliance  
Helpline**

**RHI Magnesita is committed to addressing the risks of forced labor and child labor in our business and supply chains. As described in this Report, RHI Magnesita has introduced a number of measures to prevent and reduce these risks.**

Should there be any suspicion that human rights have been violated, the Compliance Helpline<sup>7</sup>, which is operated by a specialized external service provider, provides an appropriate reporting system. All compliance violations - therefore also suspicions regarding slavery and human trafficking - can be reported (also anonymously) both by employees and external parties in a wide range of languages through various communication channels. Indications of serious misbehavior will typically be investigated by Internal Audit, Risk and Compliance, People and Culture and other appropriate departments in the organization.

**We welcome comments, questions, and feedback on this Report.**

**RHI Canada, Inc.**  
490 Elgin Street  
Brantford, ON N3R 7Z5

**<https://www.rhimagnesita.com>**

<sup>7</sup> More information on the Compliance Helpline is available under [Compliance Helpline - RHI Magnesita Investors](#).





# Approval and Attestation

## Board of Directors' Statement

This Report was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the board of directors of RHI Canada, Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, we, the undersigned, attest that we have reviewed the information contained in this report for the entity specified above. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in this report is true, accurate and complete in all material respects, for the purposes of the Act, for the reporting year listed within this Report.

I make the above attestation  
in my capacity as Director  
of the board of directors of  
RHI Canada, Inc., for and on behalf of the  
RHI Magnesita Board.

I have authority to bind RHI Canada, Inc.

*Shirley Etherington*

Shirley Etherington  
Director  
May 27, 2025

I make the above attestation  
in my capacity as Director  
of the board of directors of  
RHI Canada, Inc., for and on behalf of the  
RHI Magnesita Board.

I have authority to bind RHI Canada, Inc.

*Charity Steele*

Charity Steele  
Director  
May 27, 2025