



UN Global Compact – COP 2021



**CORIALIS**  
core innovative aluminium integrated solutions



## CEO Statement

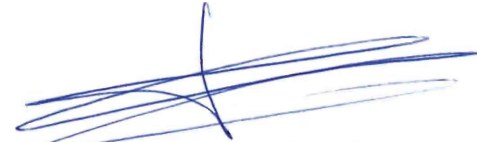
April 29<sup>th</sup> 2022

To our stakeholders:

I am pleased to confirm Corialis supports the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Johan Verstrepen  
CEO Corialis

## Human rights

### *Human rights policy*

Corialis has a formal Human Rights policy in place, which formalizes our long-standing commitment to uphold and respect human rights for all people involved. This policy reflects the fundamental standards for business conduct and human rights, provides a cornerstone for Corialis to identify and manage its human rights impacts, mitigate risks and maximize opportunities for human rights to flourish, and fosters collaborative and transparent engagement with our stakeholders and investors. The scope of Corialis' Human Rights Policy applies to all employees, partners, suppliers, and contractors, and supports the human rights of all stakeholders.

Our Human Rights policy is aligned with the following international standards:

- The Universal Declaration of Human Rights.
- The Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).
- The Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development (OECD).
- The United Nations (UN) Guiding Principles on Business and Human Rights.

### *Diversity and anti-discrimination*

Corialis is committed to foster, cultivate and preserve a culture of diversity, equity and inclusion. Corialis embraces diversity as a core value and appreciates the cultural identity in the countries where we operate. We promote equal opportunity and do not discriminate against any employee or applicant. Diversity and anti-discrimination are also covered in our Global Employee Handbook.

Aluminium profile manufacturing is historically a male-dominated sector, due to the extensive physical efforts required to operate the equipment in our production processes. This makes it difficult to have an equal men/women employment rate in the production department, although we are doing a lot of effort to attract more female employees. The representation of women remains limited, representing 15% of the overall workforce. The executive leadership team has a female representation of 14%. Group top management has 2 female representatives in 2021.

### *Code of conduct*

All our employees are bound by the ethics principles enshrined in the Group Code of Conduct, which mandates respect of human rights. The main purpose of Corialis' Code of Conduct is to ensure that all persons acting on behalf of Corialis carry out their activities in an ethical way in accordance with the laws and regulations, and with the Corialis standards, policies and guidelines. The Code of Conduct contains a specific section on complaints and expression of concern by employees and whistleblower protection. We had zero reported human rights violations in 2021.

### *Sustainable procurement*

In 2021 we also drafted our Supplier Code of Conduct ("CoC"), which aims to set out the minimum standards Corialis expects from all its suppliers, their employees, agents and sub-tier suppliers to adhere to. Our supplier CoC includes safety, environmental, labour practice, human rights, society and other people and community related criteria. As from 2022, all audits of critical suppliers will contain sustainability criteria.

## *Community*

Corialis is committed to support local initiatives which are relevant to the workforce and to the communities in which we operate. We want to create sustainable value for our communities through social investments and partnerships. In 2021, we supported multiple social projects across all hubs such as for example:

- Collecting campaigns in Poland to support a local hospital;
- Supporting the Multiple-Sclerose-liga Flanders action in Belgium;
- Donations in the UK to help provide vital day care to over 100 children with special educational needs

## **Labour**

### *Recruitment and remuneration*

Corialis empowers the local hubs to adapt to the needs of the local labour market and offers market conform wages. The recruitment, remuneration, training, promotion and career development of our employees are based on professional qualifications only.

### *Health & Safety*

At Corialis, we believe that success can only be reached through people, who are the most important asset contributing to our culture and business results. Establishing a global culture of safety, with management systems, training, equipment and procedures is a core responsibility of Corialis.

We have a Health & Safety Charter in place including the principles applicable to all people working on behalf of Corialis. They are required to co-operate in the achievement of the objectives of our Health & Safety Charter. Everyone must act pro-active and supportive, whilst demonstrating safety leadership. All employees receive training on the health & safety requirements.

In order to further improve our safety performance and build a stable safety culture as a fundamental part of our business, we want all of our operational hubs to be ISO 45001 certified and we plan external safety audits in all main hubs in the coming years. Four out of the five main operational hubs have obtained the ISO 45001 certificate by the end of 2021.

At Corialis, we achieved zero employee and contractor fatalities, not only in 2021, but also in our entire history.

## **Environment**

### *Energy*

We are committed to the prevention and protection of the environment and we have a continued focus on reducing the environmental impact.

Our ambition is to produce innovative and environmentally friendly products according to the principles of a circular economy, therefore we are obtaining Cradle2Cradle (C2C) certifications for our architectural systems. Through the C2C assessment, all our products are assessed for their environmental and social performance across five critical sustainability categories including material health, material reuse, renewable energy and carbon management, water stewardship and social fairness. In 2021, 21% of our systems sales were related to C2C certified products.

Corialis purchases energy from renewable sources in all main hubs and has solar panels in Belgium and Eastern Europe. Green electricity amounted to 67% of the total electricity consumption in 2021. It's our ambition to further improve energy-efficiency in our operations and to reduce the impact of our energy consumption. As part of this ambition, we want to have all operational hubs ISO 50001 certified by 2025. As of today, three of our main operational hubs are already ISO 50001 certified. All our hubs continuously strive to identify and implement energy efficiency projects. When investing in new equipment we always endeavor to have the latest technologies with the lowest energy consumption.

Corialis was ISO 14001 certified for all main hubs by the end of 2021.

### *Water & Waste*

Several water reduction initiatives were implemented across the hubs, including recovery of rain water, process improvements, new technologies, water recycling, etc.

Our first objective is to limit the waste generation during the production process as much as possible. Our second objective is to recycle the majority of the generated scrap. This scrap is collected and transported for remelting. Thanks to its favourable properties and low melting temperature the aluminium scrap can be easily remelted in high quality extrusion billets to reuse in our production process. During 2021, 84% of our process waste generated by our production facilities was externally recycled. Whenever it is not possible to recycle waste, we dispose it by use of external waste contractors who have the necessary authorizations to handle these particular types of waste.

### **Anti- Corruption**

The risk associated with bribery and corruption is regularly assessed by management, to ensure legal and ethical compliance. The Corialis Code of Conduct contains a special section on anti-bribery to ensure that all employees are aware that bribery is not tolerated within the group. This topic is also touched upon during compliance trainings. In 2021, no corruption or bribery incidents were recorded.