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Issued by: Head of Plant Security

Topic: **Information about the responsibilities and authorizations of Plant Security at the Hamburg site**

General information

Due to the main business, production processes, and size of Aurubis AG's Hamburg site, materials, resources, intermediates, final products, components and replacement parts, equipment, and operating supplies are located on the plant premises at all times in various buildings, warehouses, open areas, and the current production process. Protecting this Aurubis property from theft and damage is one of the responsibilities of the employees in the Plant Security division. Furthermore, the employees also support measures to maintain order and occupational safety in the plant.

To adequately fulfill these responsibilities, the employees in the Plant Security division have special authorizations that are described in detail in the company agreement entitled "Plant Security" dated June 25, 2020. This company agreement outlines the responsibilities and authorizations of the Plant Security division at Aurubis' Hamburg site.

External service providers from the security industry can be engaged to support the activities of Plant Security. The responsibilities and authorizations indicated in the company agreement mentioned above are applicable to the external service provider and are therefore the foundation of the service provider's activities.

Scope

The company agreement applies to all employees of the Hamburg site of Aurubis AG. It also applies to apprentices, interns, student workers, temporary workers, and temp agency workers working at the Hamburg site, as well as all other contractual partners. Aurubis will appropriately inform the employers of temp agency workers and contractual partners about the content of this agreement. The instruction must be suitably documented.

The regulations also apply to the employees of the companies Spiess Urania, Peute Baustoff, Air Liquide, and Brunbüttel Port, which are located on the plant premises.

Right to determine access to plant premises

To ensure that they can carry out their duties, Plant Security has the right to determine who can access any part of the plant premises. The exercise of this right has been delegated to the external service provider in writing.

Appearance of the Plant Security service provider

The employees of Plant Security can be recognized by their appropriate, standardized work clothing and their nametags. Vehicles used by Plant Security are clearly marked.

Main responsibilities and authorizations of Plant Security and the external service provider it uses:

- **Protection from unauthorized entry**
 - Assigning access rights and access media
 - Checking authorizations
 - Possibly issuing expulsion from plant premises
 - Inclusion of the police
 - Monitoring the plant boundaries
 - Use of technical equipment (video) to monitor the plant boundaries
 - Use of guard dog handlers and guard dogs

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- **Bag/personal/cabinet/vehicle checks**
 - Random checks of bags, individuals, and vehicles for those entering and exiting at the plant gates
 - Routine checks of bags, individuals, and vehicles for those entering and exiting (only if instructed by the head of Plant Security)
 - Cabinet checks (only if instructed by the head of Plant Security)
 - **Rooms and buildings with special protection needs**
 - Use of body/hand scanner
 - X-ray inspection when objects are carried along
 - **Use of video technology**
 - Only if instructed by the head of Plant Security
 - **Measures to comply with guidelines for machine operation, traffic regulations, and occupational safety**
 - Speed monitoring
 - Checks to ensure parking regulations are followed
 - Checks to ensure that the alcohol ban is followed
 - Inclusion of the police
 - PPE (personal protective equipment) checks
 - Checks of driving permits and driving assignments
 - Checks to ensure that proofs of instruction are valid

All other rules, regulations, and guidelines that apply on the Aurubis AG plant premises in Hamburg remain in full force.

Wolfgang Benz

Head of Plant Security