

Future-Oriented Employer Commitment

Responsibility and Background

At Aurubis, we are dedicated to creating a fair and ethical workplace. We prioritize respect for employees' rights, ensure safe working conditions, offer competitive compensation, and cultivate an inclusive and supportive environment. With this statement, we underline our commitment to the principles in our Code of Conduct and the standards set by the International Labour Organization (ILO), emphasizing our dedication to employees.

We bring our vision, values and aspirations to life by turning policies into actions. We create:

Stable Employment Opportunities

We believe that long-term job security is crucial for both our employees' success and the overall success of the company. At Aurubis, we minimize the use of temporary contracts and strengthen social protection benefits. Our aim is to provide stability for sustainable career growth. By creating job security, we empower employees to plan their futures with confidence and thrive in their roles.

To address concerns and support our teams, we maintain communication through multiple channels, gather continuous feedback, and conduct regular performance reviews between managers and employees. Open communication is at the heart of our approach, ensuring strong collaboration and mutual understanding with our employees.

Fair and Competitive Compensation

Employees receive a fixed base salary determined by their job profile and market benchmarks, ensuring fair and competitive compensation. We go beyond legal compliance by considering country- and region-specific adequate wage benchmarks when determining fair compensation.

Employees receive information about additional or bonus payments with their labor contracts. These payments are governed either by local works or collective labor agreements

for employees who are covered by them, or by groupwide policies for employees who are not.

Furthermore, EU and national laws offer obligatory benefits including health insurance, retirement plans, paid sick leave, and parental leave, which support employee financial security. In the US these benefits are granted by the company.

Work-Life Balance and Work-Hour Flexibility

Supporting a healthy work-life balance is essential at Aurubis. We offer parental leave in accordance with local laws. Our commitment aligns with the UNGPs, promoting inclusivity and non-discrimination while ensuring equal opportunities for all employees.

We also prioritize work-life balance by offering flexible and mobile working hours for white collar employees and reducing excessive overtime and long shifts for blue collar employees, in full compliance with applicable labor laws. This ensures that employees have the time they need to focus on their personal well-being.

Empowering Growth and Skills Development

We invest in the continuous development of our workforce through targeted training programs, talent programs, mentorship opportunities, and clear pathways for career advancement. By emphasizing lifelong learning and practical skill-building, we ensure our employees remain adaptable and competitive in an ever-changing digital and global economy.

Aurubis offers a comprehensive learning ecosystem — from Essentials and Learning Nuggets to development programs, complemented by digital self-learning tools, strategic projects, and modern workplace resources — that enables career growth and leadership development.

Looking Forward

Our vision at Aurubis is to create an agile workplace that not only meets today's standards but anticipates future challenges and opportunities while also enabling growth. By integrating policies and implementing actions on job security, fair wages, sustainable work practices, and continuous development, we empower our employees to build successful careers. Together, we cultivate a resilient and inclusive workforce that drives long-term success for Aurubis.

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