



Stakeholder Consultation Process

The engagement with internal and external Stakeholders practically puts in place MYTILINEOS long standing commitment for responsible entrepreneurship and open, systematic and sincere social dialogue, as a key element of the social capital that the company uses, to ensure its sustainability and the added value creation for society as a whole.

By virtue of its multifaceted business activity, MYTILINEOS interacts with a broad range of social groups. These different groups are recorded, ranked and characterized as "**key Stakeholder groups**" for the company, on the basis of specific criteria and in correlation with: **a)** the position they hold under its sphere of influence, **b)** the degree of significance and relativity attributed to or existing in its activities **c)** the way in which they affect its ability to fulfill its vision and mission.

Social partners consultation constitutes **a two-way, systematic and objective practice** governed by specific **Principles** and is designed through the application of a **circular 5-stage process**, being repeated after each cycle of completion aimed at any improvements whenever required.

The stages of this procedure are the following:

- The systematic revision (every 2-3 years) of Stakeholder identification by certain attributes of stakeholders (AA1000 SES).
- The understanding of business case and the individual incentives of MYTILINEOS Business Activity Sectors for the dialogue implementation. Stakeholder engagement must have a purpose. It is essential to first think about why the MYTILINEOS is engaging and what needs to be achieved. No stakeholder engagement should be initiated without defining a purpose.
- The Consultation's subject matter and structure design.
- The implementation of the dialogue and the Stakeholders' feedback process.
- The results evaluation, the response to Stakeholders' basic expectations and the upkeeping of dialogue.

Consultation Principles

- ✓ Open consultation for all
- ✓ Emphasis on material issues*
- ✓ Consistency in implementation
- ✓ Ongoing evaluation
- ✓ Balanced response

* 1) Economic performance, 2) Occupational Health & Safety, 2) Climate change, 3) Environmental management, 4) Anti-corruption, 5) Labor practices & Human Rights, 6) Local Communities, 8) Market practices.

The **basic diachronic Consultation goals** are the following:

- to understand and respond to the expectations of Stakeholder groups that MYTILINEOS communicates, cooperates and interacts with, in the context of its activity,
- to verify the sustainable development material issues and to disseminate the corporate values and the concept of responsible business.
- To keep on the effort of reinforcing transparency and of preserving the company's social licence to operate.
- To recognize and reconcile, in the most suitable way, any differences between the company's policies and the perceptions of Social partners on the material issues of sustainable development,
- To showcase new ways of partnership aimed at improving and at strengthening the existing relations, enhancing MYTILINEOS policy towards prevention and identification of environmental and social risks and opportunities.

At implementation level, the institution of Consultation, besides the local or central thematic conferences, is also present at a formal and informal level, such as: a) bilateral briefing meetings, b) electronic consultations (e-consults), c) quantitative and qualitative surveys, d) individual meetings and work meetings, e) participation in events, f) hierarchy consultations g) regular and extraordinary meetings between the management and employees' collective bodies, taking place in accordance with the central strategy and the particularities of MYTILINEOS individual Business Activity Sectors and are utilized to ensure open and constructive exchange of views in the framework of continuous dialogue with all Stakeholders.

The Stakeholders Consultation, **as an institution established by MYTILINEOS**, is carried out annually with absolute consistency. The procedure's effectiveness and transparency is ensured via the CSR governance system, whereby the individual CSR teams of MYTILINEOS Business Activity Sectors record and evaluate all proposals, ideas and concerns shared by Stakeholders. The most important topics are further put forward to the respective General Directorates for decision making on the type of response there to and decisions allowing, where feasible, their integration in the corporate strategy.

The Consultation results substantially contribute to formulating MYTILINEOS Corporate Social Responsibility and Sustainable Development strategy, policies, objectives and practices at local, national and international level.

Note: The company's Consultation with Stakeholder groups is a fundamental practice of Corporate Social Responsibility. Notwithstanding Stakeholder groups significant assistance in MYTILINEOS effort to identify the link between specific issues with its decisions and activities, nevertheless these groups do not substitute the broader society in determining standards and expectations of behavior. One issue may concern the company's CSR, even if it is not particularly determined in the Stakeholders consultation.

Stakeholder Consultation process is built in the framework of CSR international standard ISO 26000 and Standard AA 1000 in terms of identifying Stakeholder groups.