

Aurubis European Work Council work in epidemic situation

Aurubis produces high – purity, high-quality copper from copper concentrates and recycling materials and processes it into intermediate products. Copper scrap and a variety of other recycling materials are reintroduced to the economic cycle this way.



We produce more than 1 million t of marketable copper cathodes each year. They are processed in the Group into continuous cast rod, specialty wire, shapes, rolled products, strip and profiles made of copper and copper alloys. In addition, we produce precious metals such as gold and silver and a range of other products, for example sulfuric acid and iron silicate, as by-products of copper production.

We develop our leading market position with a responsible approach to the environment, people and resources.

Aurubis has nearly 7,400 employees in over 20 countries on three continents.

Aurubis as a modern integrated group aimed in unity of employees despite the internationality of the company, has a fully working European Work Council established on **8.10.2009 in accordance with Directive 2009/38 / EU.**

The European Works Council consists of a committee of 12 representatives with the following mandates:

- Germany - 7 representatives
- Belgium - 2 representatives
- Bulgaria - 2 representatives
- Italy - 1 representative

The purpose of the council is to include to make suggestions or proposals of the representatives of the EWC in the decision-making process on issues of transnational knowledge. For the purposes of information and consultation, the European Works Council meets twice a year with the central government.

And as the liquid metal spilled, in the other moment we were suddenly living in these unusual times.

THE Executive Board – together with the works councils and a number of company departments familiar with all of the recommendations of the World Health Organization – also had to adjust to this completely new situation initially, adapt emergency plans, and implement strong decisions to prevent the virus from spreading among the employees. At the same time, we want to continue operations in our facilities and maintain the high level of quality in production. We want to ensure that we remain in a position to receive raw materials, to process them, and to produce and deliver our metals and products.

In everything we do, the health of our employees has the highest priority.

We want to, we have to, minimize the infection risk, because Aurubis isn't just a place where we do our work and then just simply go home.

By implementing measures very early on, we were able to prevent infection chains from forming and continue our production without limitations.

COVID crisis has posed huge unknowns to the future of many companies around the world and challenges the day-to-day operations of all businesses in a state of emergency.

For many industries like ours, this was the first attempt to introduce remote operation.

Companies from all sectors had to make quick decisions on how to readjust their processes in order to maintain the efficiency of their teams in remote operation.

How to assist our employees in reconciling work with personal commitments in raising children ?

How to take care not only of the physical but also the mental health of Aurubian people in a situation of great stress and fear of the unknown ?

How to keep the values, the spirit of the company, the community even when the teams are physically distant from each other ?

Aurubis Bulgaria, which has 890 employees, introduces a **rotating principle** of operation in order to ensure the production, while maintaining the health and safety of workers in its plant.

The rotation is always have a "**backup**" team that is in the so-called home office for 14 days and available in case of infection, then when the period of rotating is over another team rotates to "work from home".

This measure helps to **reduce the concentration** of employees in one place and compliance with the most important anti-epidemic measure for a distance of **1.5 - 2 m** from each employee and in case of infection there is a team ready to take a place.

During the period of remote work from home, Aurubis also organizes regular mental health webinars with psychotherapists, who advise employees on how to manage stress, their time, relationships with their children, etc. and your expectations for the future, with opportunities for individual counseling afterwards.

During this crisis and "**new normal**", we've also learned very quickly how to work with the new digital communication tools and to extensively put the new functions to use, for example those available through Teams conferences. This makes work possible during the crisis. **The effectiveness** of online meetings and online training adds a lot of positives to make meetings online in terms of „ **time management, content, focus** “.

We at Aurubis Bulgaria have accepted a more conservative approach to the partial lifting of measures after state of emergency and that all and only for protection of the health of employees. As we mentioned keeping safety distance and prevent gathering many people. All public events planned and organized by the company until 31/8 are postponed, replaced with remote digital events or canceled.

Even in such a pandemic, there are always positive topics to talk about. The Aurubis family has grown. Aurubis and Metallo – **It's #Agrowthstory**.

The huge responsibility to grow during a crisis.

In June, we welcomed 540 new colleagues to Aurubis.

With the acquisition of the Belgian-Spanish **Metallo Group** recycler, we are achieving a key milestone in the implementation of our multi-metal strategy and boosting sustainability. This opens the door to additional opportunities for profitable growth.