

Dear relation, contractor, supplier, visitor,

Budel-Dorplein,

Your reference: --

Our reference: 20240424\_SH24\_006\_Communicatie Clean Shaven Policy as of 01-09-2024

Subject: Clean Shaven Policy as of 1 September 2024

Dear relation, contractor, supplier, visitor,

Through this letter, we draw special attention to our new **Clean Shaven Policy**.

This Policy relates to the wearing of dependent and independent respiratory protection in relation to facial hair.

The Clean Shaven Policy is effective from 1 September 2024.

At Nyrstar Budel, we deal with a wide variety of potentially hazardous substances, products and raw materials when exposed to directly. Despite our commitment to addressing the risks at source, we cannot prevent the presence of locations on our site where wearing respiratory protection (PPE) is necessary to prevent exposure. *General requirements for PPE, which always apply (European Regulation (EU) 2016/425):*

- *Personal protective equipment must provide adequate protection against the risk for which it is intended;*
- *The person using the PPE must be able to carry out the work normally with appropriate and the best possible protection;*
- *No risk or nuisance should arise for the person using the PPE.*

## **Why will Nyrstar Budel introduce the Clean Shaven Policy as of 01/09/2024?**

- Last March, the European legislation on carcinogenic, mutagenic and substances hazardous to reproduction (CMR) was amended, 2004/37/EC, and the limit values for various substances have been further reduced, and will be further reduced in the near future.  
*In response, we have adapted our HSE regulation "VGM430" (available at <https://www.nyrstar.com/contractor-access> ).*
- A beard can increase the amount of leakage and thus the uptake of heavy metals by a factor of 20 to 1000, and can also increase the acute risk when exposed to H<sub>2</sub>S gas, for example.
- Studies show that the leakage caused by a beard that is more than 24 hours old is no longer acceptable. The mask then no longer fits sufficiently on the face.

## **What does the Clean Shaven Policy entail?**

For the proper functioning of the respiratory protection (this applies to both dependent and independent respiratory protection) it is important that the seal of the mask fits well to the face and that the operation of the discharge valve is not disturbed.

Users of respiratory protection must therefore not have facial hair that reduces the performance.

In particular, facial hair must be clean-shaven.

## **What do we expect from you:**

### **That you ensure that you and your employees comply with our Clean Shaven Policy, if:**

- your employees require respiratory protection for specific activities on the Nyrstar Budel site;
- your employees come to load hazardous substances at the Nyrstar Budel site – and for their specific work – need respiratory protection for their specific work;
- you, as an in-house contractor – regular contractor – contractor who regularly has employees carry out work on our site Nyrstar Budel in areas for which we as Nyrstar have prescribed respiratory protection;
- As a visitor, you enter areas where respiratory protection is mandatory.

That you, as an organisation or visitor – if you think you cannot comply with our Clean Shaven Policy – contact your contact person within Nyrstar Budel to make this known and discussable, so that we can jointly look for a suitable solution.

Other PPE such as closed workwear, safety shoes (S3), gloves, safety helmet and safety goggles remain in full force. Even if, for example, the airstream helmet is taken off, or its screen is raised.

**What to expect from us:**

We do not ban facial hair. We are not going to deny people with facial hair access to our premises. We do consider it important that we ensure, but also supervise, the correct use and application of personal respiratory protection.

In the first six months after implementation of this policy (1-9-2024), we will not take any action according to our RRC policy (Recognition, Reward and Consequence) on this Clean Shaven Policy, but we do want engage with individuals/organisations who do not conform to the Clean Shaven Policy.

We, as an organisation, have chosen to provide Airstream helmets to our employees with facial hair as well as those who are unwilling or unable to shave. This way, these employees can still conform to the Clean Shaven Policy.

Employees of contractors - supervised by NYRSTAR personnel - can have Airstream helmets ordered through our CMS system (Clothing Management System) by their contact person.

For limited cases, we have Airstream helmets available that can be used for activities on our site, as well as for visitors. These can be booked through your Nyrstar contact.

Sincerely,  
NYRSTAR BUDEL B.V.

A handwritten signature in blue ink, appearing to be "Joop Jansen", written over a horizontal line.

Joop Jansen  
Mgr. Safety Health Environment Quality

