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# AMALGAMATED METAL INVESTMENT HOLDINGS LIMITED

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C/O Amalgamated Metal Corporation PLC  
7<sup>th</sup> Floor, 55 Bishopsgate, London EC2N 3AH  
Tel: 020 7626 4521

## **Statement by the Directors in performance of their statutory duties in accordance with s172(1) Companies Act 2006**

The Board of Directors of Amalgamated Metal Investment Holdings Limited consider that they have acted in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole (having regard to the stakeholders and matters set out in s172(1)(a-f) of the Companies Act 2006) in the decisions taken during the year ended 31 December 2020.

### Employees

People are a key factor for our business to succeed. We are proud of the average length of service of our employees. We intend to retain people for the long term and our recruitment strategy is based on offering long, sometimes lifetime, careers in fairly paid and stable jobs. In our UK operations, we avoid “zero hour contracts” and where possible we seek to recruit locally. We encourage our employees to have both fulfilling careers and balanced lives.

### Community, Environment and Reputation

We believe that a positive and strong culture is the best way to ensure a high level of professional conduct when it comes to health and safety, environment, regulations or business dealings. Further details are available in our Business Standards Policy, which can be obtained from the parent company’s website, Amalgamated Metal Corporation PLC (AMC).

### Business relationships

We value long term relationships with our suppliers and customers and many of our relationships span years and some span decades. We employ robust “know your customer” and “know your supplier” processes across our operations, and we are typically cautious when entering into new relationships.

### Capital allocation and long term decisions

At least on an annual basis the Board reviews the financial budgets, resource plans and investment decisions for the Company. In making decisions concerning the business plan and future strategy, the Board have regard to a variety of matters including the interests of stakeholders, long term consequences of our capital allocation (such expenditure needed to ensure our long term viability whilst maintaining adequate liquidity) and reputation.

Key decisions on the Company’s capital allocation and developments in the financial year are detailed in this Strategic Report. The parent company’s consolidated financial statements and its Strategic Report, which are publically available from the parent company’s website, contain further details on key developments impacting the AMC Group more widely.

Decisions on the level of dividend take into account the general profitability, liquidity and funding needs of the Company.