SteelService ITLA GROUP BONAITI

HEALTH AND SAFETY PROTECTION

SteelService Management is aware that the creation of value, pursued through prosperous and socially responsible growth, is promoted by the people who work within the organization, to whom the highest form of respect and individual protection must be guaranteed. No other company resource is more important because it contributes with its work to enrich our corporate culture and improve our financial results. Physical integrity, protection of health, guarantee of a safe and healthy workplace are our essential values. These sustainability aspects are an integral part of the Group's management and a prerequisite for all operational decisions and activities. In order to pursue these values and objectives, the following related Principles and Commitments are established, valid for all Group plants:

PRINCIPLES

-Group employees, with their well-being and psycho-physical integrity, are the most precious resource.

-SteelService intends to adopt safe and healthy working conditions.

-Safety and safeguarding of individual and collective health have the highest priority in all our actions and are considered an essential objective to be achieved and constantly improved.

- Our processes, products, plants, materials, suppliers are defined, implemented and maintained, in compliance with the principles of safety and health protection, for all interested parties.

- Our Code of Ethics, current legislation and good technical standards are the guidelines adopted to guarantee the safety of the workplace and the protection of health.

- It is our duty to all operate safely, ensuring that all procedures are well understood and respected.

In addition to investments in technologies and services, training in health and safety matters and intervening on the human factor, represents a fundamental element for developing awareness of all interested parties and for ensuringtheir involvement.

COMMITMENTS

-Ensure compliance with current health and safety regulations and the application of the most advanced national and international applicable standards; the verification of compliance will take place through the submission of voluntary and periodic checks by third parties.

- Protect workers, by promoting initiatives inspired by the logic of continuous improvement on processes, installations and systems, with particular attention to aspects of ergonomics and hygiene at work.

- Continuous improving of company performances, throughout scheduled audits, constant monitoring of the risks and opportunities in the field of health, safety and well-being at work.

- Define and implement action plans inspired by prevention logics, directly related to the Policy, with specific, measurable and identified objectives over time.

- Periodically check the application of the actions taken and their effectiveness, establishing specific responsibilities.

- Analyse the dangers inherent in all the activities carried out in order to identify and evaluate the consequent risks and take the necessary measures for their management.

- Provide safety in the workplace, eliminating the risks from the moment you evaluate the production site, invest in new equipment or make changes to the working environment.

- Adopt high performance PPE and work clothes, able to guarantee maximum protection for workers, allowing them to perform their duties in the best possible way.

- Minimize the use of dangerous substances that will be handled, stored and managed with the utmost attention.

- Promote coherent awareness, information, education and training actions, aimed at establishing a specific general health and safety culture.

- Involve and consult workers, including through their representatives, encouraging the participation and collaboration of all interested parties, in the awareness that their active contribution is decisive for achieving the objectives.

– Ensure the involvement of all people working in the Group or on behalf of it, including contractors and suppliers, in compliance with this Policy and in cooperation for improvement.

– Define a specific organization for the implementation of health and safety objectives, while ensuring the founding role of the Management.

The Management of the SteelService undertakes to review, at least annually, this Policy, to disseminate it and to communicate it to all interested parties. The CEO is responsible for its implementation.

Oggiono, 19th December 2024

Giovanni Fontolan
Managing Director
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