

	<h1>Company Policy</h1>	Ed. 1 - Rev. 6
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Sirelma Group S.r.l. and its Management pursue the Company mission of becoming a leading Company in the hot forging and ring rolling of steel sector, distinguishing itself from the market for the high-quality and competitiveness level of its products.

1. Medium to long term Management's targets

The Management sets the following objectives: the Customers loyalty, the development of new customers for a correct balance between the national and international businesses and the Company's confirmation in hot forging and ring rolling sector.

2. Leadership commitment to compliance

The Management ensures compliance with mandatory regulations for its activities.

3. Leadership commitment to the Management System.

The implementation of the Management System is a shared and approved commitment by the Management which undertakes to ensure that the Company Policy is: understood, implemented, maintained, and supported at all levels.

4. Customer oriented

Sirelma Group S.r.l. places the expectations of its Customers, Collaborators, Suppliers and the context where it operates at the core of its activities. Customer satisfaction and loyalty are the main indicator of success. In fact, Sirelma Group S.r.l. aims to provide a superior quality service in comparison with its competitors in order to obtain excellent results in the long term and to maintain and improve its competitive position.

5. Involvement and participation of the Staff

The Management is committed to encourage the participation, involvement and divulgation of the Management System to the whole Staff throughout complete and correct information. The Company is aware that working in an environment open to discussion and based on respect for individual is fundamental for its growth. Everyone contributes to the quality and success of the Company's performance. The Management makes use of qualified collaborators able to operate in full autonomy and responsibility at the end of an adequate training process.

6. Continuous improvement

The adoption of an effective Management System is the basis for the growth and optimisation of the whole organisation. The Management promotes and implements actions for continuous improvement, by constantly analysing and monitoring its processes and evaluating the related risks. The creation of partnerships with strategic suppliers strengthens the supply chain and its duration. Using creativity, information and training the Partners increase their skills so that the improvement is achieved both through the use of targeted methodologies and through the effective exchange of knowledge.

7. Health and safety

The safeguard of health and safety of the employees covers a primary value and commitment in the Company mission. These principles are implemented through a constant investment in resources, training and an effective risk evaluation in compliance with the relevant legislation.

8. Energy management

By pursuing a continuous improvement of its energy consumption alongside reducing the energy impact of its activities, Sirelma Group has developed and adopted an Energy Management System according to UNI EN ISO 50001:2018 standards.

9. Code of Ethics

Since its foundation, Sirelma Group S.r.l. has believed in ethical behaviour as a fundamental requirement for the achievement of corporate objectives. The Code of Ethics is the proof of the daily commitment to the

	<h2>Company Policy</h2>	Ed. 1 - Rev. 6
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principles of honesty, fairness and respect, which are the guiding values of those who work and collaborate with our Company. The Code of Ethics guarantees to all internal and external stakeholders that protection of individual and professional rights is constantly ensured.

10. Commitment to confidentiality

The organisation is willing to demonstrate its commitment to operate in compliance with Privacy, protecting the interested parties by processing their data in accordance with the GDPR (European Regulation (EU) 2016/679).

Busano,

16/02/2024

The Management

