

ALFA ACCIAI maintains a Quality, Environment and Safety System as a means of guaranteeing for all **stakeholders** the pursuit and achievement of:

- recognised quality, reliability and competitiveness standards;
- maximum respect for the environment;
- high levels of employee health and safety protection.

ALFA ACCIAI continues to uphold and improve its Management System in accordance with ISO 9001, ISO 14001 and ISO 45001 international standards.

ALFA ACCIAI has developed a **clear and shared responsibility and authority model** as its main organisational means and, through the Management System, is committed to:

- knowing, understanding and fulfilling **compliance obligations** arising from:
 - o contract, engineering, product and service quality requirements;
 - o legal compliance requirements;
 - o commitments entered into with other stakeholders;
- knowing, understanding and monitoring the trends in our specific context, both in-house and outside, in order to promptly identify **changes in risks and opportunities**. The last few years, which were characterised by strong market turbulence with significant increases and variability in the costs of energy and other raw materials, have given us the opportunity to operate with the utmost resilience **by tailoring the production system** to external variables and with decision-making processes that entail certain and valuable internal data;
- seeking, evaluating and implementing the best **available and sustainable techniques** while being aware that technological investment is a guarantee of ongoing and long-lasting business improvement;
- developing staff **expertise** by providing education and training programmes that lead to an adequate awareness of employees' own role and development, their impact on the operation of the organisation and the related risks;
- maintaining a regular and open dialogue with all **stakeholders**;
- planning, monitoring and, if necessary, reviewing the **performance of processes/services** in-house or those outsourced to suppliers and subcontractors;
- pursuing and monitoring **customer satisfaction** through full insight into expected requirements, being professional and fair in relations, meeting agreed requirements, technical competence in identifying specificities and anomalies and addressing any non-conformities;
- preventing all forms of pollution and **protecting the environment** by optimising resource consumption and waste production, improving and monitoring air and water emissions, mitigating noise, protecting the soil, subsoil and controlling any other direct and/or indirect impact;
- protecting the **employees' health and safety** through hazard control, risk awareness and mitigation, health oversight and surveillance, the monitoring and improvement of accident rates, analysing occurrences and near misses, with involvement and participation of employees and their representatives;
- planning the management of **emergencies** through the constant updating of scenarios determined by both internal and external conditions (e.g. pandemic emergencies, natural disasters), the organisation of strategic and operational committees, the provision of specific procedures and protocols and the routine testing of responses thereto;
- reducing carbon dioxide emissions by committing to the Net Zero goal by 2050 through the quantification, monitoring and transparent reporting of direct and indirect CO2 emissions so as to decrease its effect on **climate change**;
- identifying **climate change** risks through the assessment and management of such risks in the production process and along the supply chain;
- promoting and ensuring **gender equality** by adopting policies and practices that promote equality of opportunity and respect for the rights of all our employees, regardless of gender.

These commitments form the pillars of the corporate strategy. They are shared with all the Production Units and set out in programmes of measurable and periodically monitored objectives and targets. The MANAGEMENT asks all those who work on behalf of ALFA ACCIAI to support with their commitment the full application of this Policy.