

CORPORATE SOCIAL RESPONSIBILITY POLICY SA 8000

Acciaierie d'Italia S.p.A. has decided to adopt a social responsibility management system according to the SA 8000 standard to ensure all stakeholders that the organization's activities are carried out in compliance with fundamental human rights and national and international labor laws.

The principles expressed below are the basis of the Acciaierie d'Italia S.p.A. Policy:

- not to take advantage of or encourage the use of child labor or young workers still in compulsory schooling;
- not to employ or accept the use of personnel against their will;
- guarantee a safe and healthy workplace for all employees;
- fully respect the right of workers to join and form trade unions and the right to collective negotiation agreements;
- prohibit any form of discrimination, including exclusion or preference based on race, gender, age, religion, political opinion, nationality or social class;
- treat all personnel with dignity and respect;
- guarantee working hours and overtime in line with the provisions of the contract;
- guarantee the right to equal salary between men and women for the same job, both in the recruitment or resignation phase and in case of promotion and training, and ensure a salary corresponding to the levels set out in the contract;
- implement, maintain and monitor the social responsibility management system for its continuous improvement.

To pursue the principles expressed above, Acciaierie d'Italia S.p.A. undertakes to:

- ❖ comply with national and international labor laws, the ILO Conventions, the principles of the International Charter of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Businesses, Human Rights and other requirements subscribed;
- ❖ apply the Social Responsibility Management System pursuant to the SA8000 standard and continuously improve it;
- ❖ guarantee correctness, transparency and legality also in compliance with the Code of Business Conduct towards all stakeholders, assuring their full involvement.

The implementation of the contents of this Policy is entrusted to the management and to the employees' representatives of each plant and/or corporate site coordinated by the SA 8000 Management Representative.

The reference certification and accreditation bodies are reported below:

- Rina Services S.p.A
- SAAS, Social Accountability Accreditation Service

Milan, 26th May 2022

Chairman of the board and CEO

Dr. Lucia Morselli

