

YEAR OF VALIDITY 2025

VISION

We aim to be a model company: innovative, eco-sustainable, resilient, and capable of excelling across a broad range of skills. Our ambition is to generate trust, well-being, and integration with the local area, while fostering a sense of pride and belonging among our employees.

MISSION

Our mission is to produce aluminium by recovering goods that have reached the end of their life cycle, giving them new value. We are committed to operating with minimal energy consumption and to promoting circular processes that respect the environment, people, and the local area, in support of sustainable development.

To put the above into practice, in 2025 Top Management aims to promote, develop, and support the following specific activities:

1. Ensure full compliance with all applicable laws and other requirements the company voluntarily subscribes to in the fields of quality, environment, energy, and safety, always guaranteeing the respect of human rights, workers' rights, and environmental protection.
2. Encourage the creation of broad partnerships and the development of products and solutions that represent the best on the market, taking into account customer needs and the system as a whole.
3. Continuously analyze and assess the protection of water resources, waste management, and air quality monitoring, not only in terms of regulatory compliance but also from a perspective of continuous improvement in environmental performance, with particular attention to the efficiency of emission treatment systems.
4. Commit to implementing the general protection measures indicated in Article 15 of Legislative Decree 81/2008, particularly by optimizing prevention and protection actions to minimize health and safety risks in the workplace and thus prevent accidents and occupational illnesses, with special attention to risks related to internal traffic, residual energy, emergency management in departments, and confined spaces.
5. Value the analysis of near misses—both environmental and safety-related—to raise employee awareness of the importance of preventive actions, implementing all necessary measures to prevent such events from recurring.
6. Keep staff knowledge, training, and information up to date on environmental respect, optimization of production and logistics processes in the context of continuous improvement, customer satisfaction, reduction of energy consumption and greenhouse gas emissions, as well as on workplace health and safety—also through alternative training methods such as experiential and emotional learning.
7. Continue applying new methods for managing and conducting staff training, making this crucial activity more effective, better formalized, and further enhancing the role of supervisors as trainers and evaluators.
8. Improve the application of the scientific protocol for safety management known as BBS – Behavior Based Safety, which focuses on behavior and uses participatory methods to reduce workplace injuries by minimizing or eliminating unsafe behaviors and actions.
9. Maintain and continuously improve, across all sites, an Occupational Health and Safety Management System compliant with ISO 45001:2018, an Environmental Management System compliant with ISO 14001:2015, an Energy Management System compliant with ISO 50001:2018, and a Quality Management System that ensures compliance with ISO 9001:2015 and IATF 16949:2016 as tools for continuous improvement.
10. Commit to implementing the improvement actions provided in the Risk Assessment Document (DVR).
11. Continue efforts by publishing a sustainability report in accordance with the new European CSRD Directive.
12. Help promote sustainability in the aluminium industry across the entire value chain by maintaining certification to the ASI Performance Standard (version 3 of 2022) as evidence of our commitment to social, environmental, and ethical standards, ensuring traceability from raw material sourcing to alloy production.
13. Continue conducting life cycle analyses of products, adopting the best technological, plant-based, and management solutions to reduce the environmental impacts associated with our production (certified for sustainability in accordance with ISO 14025 and ISO 14064-1), and act throughout the aluminium supply chain by prioritizing low-impact solutions. This will contribute to defining an energy strategy aimed at Climate Neutrality.
14. Reduce waste generation by maximizing internal recycling flows through technological innovation and continuous awareness-raising among operators, in line with Circular Economy directives.
15. Achieve customer satisfaction by meeting both implicit and explicit requirements, including timely handling of complaints and returns.
16. Meet customer needs by providing technical support to improve their foundry process, aiming to enhance efficiency and product quality, reduce internal costs, and offer sustainability support to meet the demands of the aluminium value chain.
17. Provide customers with expertise, experience, tools, and high-tech laboratories to support their teams during product development and the selection of the most suitable/high-performing alloy.
18. Collaborate with suppliers to improve the quality level of supplies and enhance competitiveness.
19. Move towards Industry 4.0 through the continuous development of highly customized IT systems.
20. Strongly believing in the principles of the circular economy, continue developing energy recovery systems within the organization, starting with the implementation of the heat recovery plant, with the final goal of valorizing low-temperature thermal waste to supply thermal energy to internal users and the surrounding area.
21. Identify and invest in systems for autonomous energy generation, including through the use of internal and external resources, in order to minimize reliance on fossil energy sources.
22. Reduce specific consumption by adopting the best available commercial, managerial, plant-based, and innovative technological solutions on the market to improve the energy performance and environmental sustainability of the production process.

This Policy is communicated to all employees and to all individuals working on behalf of Raffmetal S.p.A.
The principles and values of Raffmetal S.p.A. are published on the company website to make them accessible to all internal and external stakeholders.
The General Technical Management assumes responsibility for the Integrated Management System for Quality, Environment, Health & Safety, and Energy, and promotes its implementation, improvement, and development, ensuring that its content is communicated, understood, and shared throughout the organization.
The managers of the Quality Assurance, Environment, Safety, and Energy departments are authorized and responsible not only for monitoring the application of the Integrated Management System but also for proposing corrective actions, verifying the feasibility of resolutions, and, if necessary, suspending operations. It is the duty of the Quality, Environment, Safety, and Energy Managers (RSGQ, RSGA, RSGS, and RSGE) to report to Management on the performance of the IMS, in order to enable its review and continuous improvement and to prevent any deviation from legal and regulatory requirements.
Each person within the company's organizational structure is responsible for ensuring that the requirements of the Integrated Management System are met within their area of responsibility. In the event of disputes between the Quality, Environment, Safety, and Energy Managers and the heads of other departments or offices, the final decision lies with the General Technical Director.

Casto, March 2025

Raffmetal Management

