

YEAR OF VALIDITY 2024

VISION

We want to be a model of a company that is innovative, eco-sustainable, solid and capable of excelling in the plurality of competences. It is our ambition to generate trust, wellbeing, integration with the territory and arouse pride of belonging in our employees. The choice of adopting a policy that has always been strongly focused on energy efficiency and environmental performance, often perceived more as a cost than an opportunity, has made us a winner in terms of process efficiency, guaranteeing us the opportunity to adapt to the different market demands and to react to the challenges imposed by the rapid ecological transition.

MISSION

To realise the above, in the year 2024 the General Management intends to promote, develop and support the following specific activities:

1. Ensure full compliance with all applicable laws and other requirements it voluntarily decides to sign up to in the fields of quality, environment, energy and safety, always guaranteeing respect for human rights, workers' rights and environmental protection.
2. Encourage the creation of wide-ranging partnerships and the development of products and solutions that represent the best on the market, taking into account the needs of customers and the system as a whole;
3. Constantly analysing and evaluating the protection of water resources, waste management, and air quality monitoring, not only in terms of compliance with regulatory provisions, but also with a view to continually improving environmental performance with particular attention to the efficiency of emission treatment systems;
4. Commit to the implementation of the general protection measures indicated in Article 15 of Legislative Decree 81/2008, in particular to optimise prevention and protection actions to minimise health and safety risks in the workplace and thus prevent occupational accidents and illnesses, with particular attention to risks associated with internal roads, residual energy, safety in non-routine operations, hygiene at work.
5. Give value to the analysis of near misses of both an environmental and safety nature, in order to make employees aware of the importance of preventive actions, putting in place all the necessary measures so that these events do not recur in the future;
6. Maintaining up-to-date knowledge, training and information of personnel on the issues of respect for the environment, optimisation of production and logistics processes with a view to continuous improvement, customer satisfaction and reduction of energy consumption and greenhouse gas emissions; as well as on the issue of health and safety in the workplace, also using alternative training methods such as experiential and emotional training.
7. Train and sensitise the employees of contracting companies (especially those on a continuous basis) on the risks of interference from both a safety and environmental point of view;
8. Apply the new methods of managing and carrying out the staff training phase, making this important activity more effective, better formalised and enhancing even more the role of the supervisor as trainer and evaluator.
9. Continued implementation of the scientific protocol for safety management called BBS - Behaviour Based Safety, which focuses on behaviour and uses participatory methodologies to reduce work-related injuries by reducing or eliminating unsafe behaviour and actions;
10. Maintain and continuously improve on all sites an OH&S management system in accordance with the new ISO 45001:2018 standard, an Environmental management system in accordance with ISO 14001:2015, an Energy management system in accordance with ISO 50001:2018, and a quality management system that ensures in its processes compliance with ISO 9001:2015 and the IATF 16949:2016 standard as a tool for continuous improvement.
11. Commit to implementing the actions foreseen in the Risk Assessment Document improvement plan;
12. Continue the commitment to sustainability by publishing a certified sustainability report for 2023 in accordance with the globally recognised GRI STANDARDS;
13. Helping to promote the sustainability of the aluminium industry throughout the value chain by maintaining the ASI Performance Standard certification (vers. 3 of 2022) to demonstrate a commitment to social, environmental and ethical standards that ensure a chain of custody from raw material sourcing to alloy production.
14. To continue with analyses that consider the entire life cycle of a product, adopting the best technological, plant and management solutions to reduce the environmental impacts associated with our production (certifying its sustainability according to ISO 14025 and according to ISO 14064-1) and to act along the aluminium supply chain, preferring solutions with low environmental impacts. This will contribute to the definition of an energy strategy aligned with the European objectives of the Green Deal (Europe first 'Carbon Neutral' continent in 2050);
15. Reducing waste production by valorising internal recirculation, through technological innovation and constant awareness of operators in line with Circular Economy directives;
16. Satisfying the customer through compliance with implicit and explicit requests, including prompt handling of complaints and returns;
17. Satisfying customers by providing technical support to improve their smelting production process in order to increase its efficiency, product quality and thus minimise internal costs, and in parallel support on sustainability issues in order to meet the demands of the aluminium value chain;
18. Providing customers with expertise, experience, tools and high-tech laboratories to support their staff during product development and the choice of the most suitable/performing alloy;
19. Working with suppliers to improve the quality level of supplies and increase competitiveness;
20. Towards Company 4.0 through the continuous development of highly customised IT systems;
21. Believing firmly in the principles of the circular economy, continuing the development of energy recovery systems in the organisation started with the construction of the heat recovery plant, with the final commitment to valorise thermal waste at low temperature to provide thermal energy to users within the organisation and in the surrounding area;
22. Identifying and investing in systems to generate energy autonomously, including through the use of internal resources, in order to minimise the need for energy from fossil fuels;
23. Reduce specific consumption by adopting the best commercial, management, plant engineering and technologically innovative solutions available on the market to improve the energy performance and environmental sustainability of the production process.

La presente Politica è comunicata a tutti i dipendenti e a tutte le persone che lavorano per conto di Raffmetal S.p.A.
I principi e i valori di Raffmetal S.p.A. sono riportati sul sito internet aziendale, in modo da renderli disponibili a tutte le parti interessate interne ed esterne (stakeholders).
La Direzione Tecnica Generale si assume la responsabilità del Sistema di Gestione Integrata per Qualità, Ambiente, Sicurezza ed Energia, e ne favorisce l'applicazione, il miglioramento, lo sviluppo e si adopera affinché i contenuti siano divulgati, compresi e condivisi da tutta la struttura aziendale.
Il responsabile del servizio Garanzia Qualità ed i responsabili del servizio Ambiente, Sicurezza e Energia hanno l'autorità e la responsabilità non solo di controllare l'applicazione del Sistema di Gestione Integrata, ma anche, di proporre azioni correttive, di verificare l'applicabilità delle risoluzioni e, nel caso di necessità, di sospendere le lavorazioni.
Compto di RSGQ, RSGA, RSGS e RSGE e di riferire alla Direzione sull'andamento del SGI, al fine di permettere il riesame ed il miglioramento costante ed impedire ogni deviazione dalle prescrizioni legali e normative.
Ogni persona, presente nell'organigramma aziendale, ha la responsabilità di provvedere affinché siano soddisfatti i requisiti del Sistema di Gestione Integrata nell'area di cui è responsabile. In caso di controversie tra RSGQ, RSGA, RSGS, RSGE ed i responsabili d'altri reparti o uffici, spetta al Direttore Tecnico Generale la decisione finale.

Casto, March 2024

Raffmetal Management

