

Dello, 13/12/2025

Quality, Environment, Safety, Ethics, and Gender Equality Policy

Quality, ethical respect, and an inclusive and respectful work environment are corporate values in which everyone reflects. The founding values of Metallurgica Bresciana's policy are dedication to customers and stakeholders, reliability of products and services offered, transparency, fairness, innovation and flexibility in an increasingly demanding market, social commitment, respect, equal protection of individuals, and equal treatment for all workers.

Management is committed to providing all necessary resources — financial, technological, human, and infrastructure — to achieve its objectives. Furthermore, it is committed to ensuring that the guidelines outlined here are disseminated and assimilated by all personnel, leveraging all internal communication tools implemented.

For this reason, Metallurgica Bresciana has decided to implement an integrated Quality, Environment, Health and Safety, Ethics, and Gender Equality management system compliant with the UNI EN ISO 9001:2015 standards, Technical Specification ISO/TS 22163:2017 (IRIS) - Railway Sector, UNI EN ISO 14001:2015, ISO 45001:2023, SA8000:2014, and UNIPdR 125/22 practice.

The management of Metallurgica Bresciana has decided to introduce the voluntary SA8000 standard, based on the Universal Declaration of Human Rights, ILO documents, and other international standards regarding human and labour rights, as well as national laws, to value and protect all personnel within an organization's sphere of control and influence.

Compliance with the eight elements set forth in the international standard, namely:

- Child labour;
- Forced labour;
- Health and safety;
- Freedom of association, right to collective bargaining;
- Discrimination;
- Disciplinary practices;
- Working hours;
- Remuneration criteria

They are essential for the proper implementation, monitoring, and implementation of the SA8000 system.

The effective management of Quality, Environment, Health and Safety, Ethics, and Gender Equality must be an integral part of our overall corporate strategy. We will ensure to continuously improve our products and processes to exceed the expectations of customers and other stakeholders, to grant a constant attention to social aspects, prioritize the centrality of workers (also from a personal perspective), protect them and seek the most appropriate management methods, to promote an inclusive and non-discriminatory work environment to ensure equal employment opportunities, training, growth, skills development, and financial incentives.

Our philosophy:

In Metallurgica Bresciana, we have a vision "FTR (First-time Right-product manufacturing Quality) and Zero Incident (safety), Zero Environmental damage, ethical and social protection of individuals, recognition of differences, protection of diversity, and promotion of female empowerment.



The objectives of this QHSE, Social, and Gender Equality policy must be achieved in our workplace by:

- Continuously improving the quality of our products and processes by establishing new benchmarks and adopting lessons learned from the past and new technology;
- Continuously monitoring product compliance, in compliance with applicable laws and standards, including technical safety, and providing the necessary training to our staff;
- Setting specific objectives consistent with this policy to ensure its implementation;
- Ensuring respect for the rights and dignity of our employees;
- Ensuring fairness in relationships with Customers and Suppliers;
- Ensuring that the products supplied and related processes, in addition to complying with legal and other environmental requirements, minimize any significant negative environmental impact;
- Developing procedures for assessing, monitoring, and improving such impact;
- Prevent or minimize such impact during the use of products or during the waste disposal of products, also through the replacements of phases and/or components, recovery, reuse, and recycling;
- Prevent or minimize such impact during the use of products or during the waste disposal of products, also including the recovery, reuse, and recycling of products or their parts;
- Reduce the energy component in the product life cycle;
- Prevent or minimize any emergencies resulting from accidents or incautious use of materials and processes;
- Ensure a safe and healthy work environment by adopting best safety practices in our workplace, in order to minimize accidents and occupational illnesses;
- Provide training courses to develop the skills of our employees and co-workers;
- Ensure compliance with country-specific regulatory standards and any legal requirements;
- Comply with all national laws and conventions and ILO Recommendations regarding labour law and the protection of worker health and safety;
- Establish a climate of organizational harmony and cohesion;
- Promote a participatory business model and ongoing dialogue with staff;
- Apply equal opportunity criteria at all levels of staff;
- Avoid any form of discrimination and marginalization, promoting equal opportunities for all staff;
- Do not use (or encourage the use of) child labour;
- Do not use or encourage the use of forced or coercive labour;
- Communicate to all the stakeholders the compliance with the principles of SA 8000 and the company's social responsibility policy;
- Encourage reporting of any type of stakeholder complaint, regarding non-compliance with ethical standards and policies (in this regard, the contact details of the TUV Nord Certification Body and the SAAS Accreditation Body are provided below);
- Establish an annual plan of measurable objectives to verify the adequacy and continuous improvement of the Quality, Environment, Health and Safety, Ethics, and Gender Equality System;
- Engage the suppliers in the ongoing ethical process, so as to consider them as partners, including in matters of social responsibility;
- Consider customers a key element of the company's success, ensuring a service that reflects the company's ethical behaviours;
- Enhance internal staff knowledge and awareness of inclusion and equal opportunities, also through training/information programs and updates on corporate gender equality initiatives;



- Offer equal opportunities in the various corporate human resources management processes: selection, training, skills development, professional growth, including financial growth (with the adoption of compensation and reward systems based on objective and shared criteria), internal mobility, and participation in corporate events, conferences, and meetings, regardless of gender;
- Provide corporate welfare services that offer employees a range of benefits and services aimed to improve their well-being;
- Offer health services (free medical check-ups and psychological support);
- Offer employees services and structure a work organization that allows them to balance their personal and work lives (smart working, flexible working, part-time work, organizing meetings so that all interested personnel can participate, study leave, etc.);
- Offer solutions to promote and support parenthood (continuous information, management of the various stages of maternity, flexible hours, consultation with new parents to understand any specific needs, additional paternity leave beyond those provided by law).

Furthermore, to promote an inclusive work environment without barriers, including cultural ones, both within the company and with its stakeholders, where people feel accepted and valued, METALLURGICA BRESCIANA:

- Implements prevention policies against all forms of harassment, violence, and discrimination in the workplace, maintaining an active channel for reporting unethical or discriminatory situations;
- Applies "zero tolerance" to any form of discrimination, whether based on gender, race, sexual orientation, religion, or other personal characteristics;
- Adopts inclusive language that respects diversity;
- Adopts an Internal Regulation that includes Rules of Conduct and a Code of Ethics.

Specifically, in accordance with the SA 8000 standards and UNI PdR 125/22 practice, and especially for the purpose of greater compliance and continuous monitoring of SA 8000 and UNI PdR 125/22 performance, the company has established a Social Performance Team (SPT) and a Steering Committee that periodically review and monitor SA 8000 and UNI PdR 125/22 performance, respectively. They ensure compliance with social responsibility and gender equality requirements among stakeholders, proposing actions to management to improve performances.

Each year during the Review, Management commits to defining new measurable and quantifiable objectives for Quality, Environment, Health and Safety, Ethics, and Gender Equality, with a view to continuously improving its performance.

Senior Management, thanks also to the involvement of all employees, is committed to upholding the principles of this policy and integrating them into all company functions, in compliance with the requirements of the UNI EN ISO 9001:2015 standards, Technical Specification ISO / TS 22163:2017 (IRIS) - Railway Sector, UNI EN ISO 14001:2015, ISO 45001:2023, SA8000:2014, and UNI PdR 125/22 practice, and to disseminating its principles.

Management is also committed to ensuring that the Quality, Environment, Health and Safety, Ethics, and Gender Equality Policy and objectives are understood and implemented by all levels of the company and shared throughout the supply chain.

Each of us is called to actively participate in the commitment arising from this policy: awareness, combined with each of our sense of responsibility, must always be supported by the certainty of achieving constant optimization of our performance.



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The Management


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