

Dello 26/09/2024

Quality, Environment, Safety and Ethics Policy

Quality and ethical respect are corporate values in which everyone is reflected, the founding values of Metallurgica Bresciana's policy are dedication to the customer and to the interested parties, the reliability of the products and services offered, transparency, correctness, innovation and flexibility towards an increasingly demanding market, social commitment, respect and protection of the person equally for all workers.

The Management undertakes to make available all the necessary resources, both economic and technological, human resources and infrastructures, to achieve the objectives. Furthermore, it undertakes to ensure that the guidelines outlined here are disseminated and assimilated by all personnel, using all the internal communication tools activated.

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

The Management of Metallurgica Bresciana has decided to introduce the voluntary standard SA8000, based on the Universal Declaration of Human Rights, on the ILO documents and other international standards concerning human and labor rights, as well as on national laws, to enhance and protect all falling personnel within the sphere of control and influence of an organization.

Compliance with the eight elements required by the international standard, namely:

- Child labour;
- Forced labor;
- Health & Safety;
- Freedom of association, right to collective bargaining;
- Discrimination;
- Disciplinary practices;
- working hours;
- Salary criteria

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

Effective Quality, Environment, Health & Safety and Ethics management must be an integral part of our overall business strategy. We will make sure to continuously improve our products and processes to exceed the expectations of customers and other interested parties and to guarantee constant attention to social aspects, placing the centrality of workers in the foreground (also from a personal point of view), protecting them and looking for the most suitable management methods.

Our philosophy:

in Metallurgica Bresciana we have a vision of "FTR (First time Right- product manufacturing Quality) and Zero Incident (safety)" and Zero damage to the Environment and ethical and social protection of the person.

The objectives of this QHSE and Social Policy are to be achieved in our workplace by:

- continuously improve the quality of our products and processes by setting new benchmarks and adopting the lessons of the past and new technology;
- continuously monitor the degree of conformity of the product, in compliance with the applicable laws and regulations, also in terms of technical safety, providing the necessary training to its personnel;
- establish specific objectives consistent with this policy in order to ensure its implementation;



Metallurgica Bresciana S.p.A.

PRODUZIONE DI CAVI ELETTRICI SPECIALI E CAVI A FIBRA OTTICA
MANUFACTURER OF SPECIAL PRECISION ELECTRIC CABLES AND OPTICAL FIBER CABLES

- ensure respect for the rights and dignity of its employees;
- ensure correctness in relations with customers and suppliers.
- Guarantee that the products supplied and the relative processes, as well as complying with the provisions of the law and with any others subscribed to on environmental matters, tend to minimize any significant negative impact on the environment;
- Develop procedures for assessing, monitoring and improving the aforementioned impact;
- Prevent or minimize this impact, during the use or disposal of the products, also through operations of replacement of phases and/or components, recovery, reuse and recycling;
- Prevent or minimize this impact, during the use and disposal of the products, also through recovery, reuse and recycling operations of the products or their parts;
- Reducing the energy component in the life cycle of products;
- Prevent or minimize any emergencies deriving from accidents or careless use of materials and processes;
- ensure a safe and healthy work environment by adopting the best safety practices at our workplace;
- provide training courses to develop the skills of our employees and collaborators;
- ensure compliance with country-specific regulatory standards and any legal requirements;
- Comply with all national laws and ILO conventions and recommendations, which concern labor law and the protection of workers' health and safety
- Establish a climate of harmony and harmony from an organizational point of view;
- Promote a participatory business model and constant dialogue with personnel;
- Apply equal opportunity criteria at all personnel levels;
- Avoid any form of discrimination and marginalization, promoting equal opportunities for all personnel;
- Do not take advantage of (or encourage the use of) child labour;
- Do not use or encourage the use of forced or coercive labour;
- Communicate to all stakeholders the situations of compliance with the principles of SA 8000 and the corporate social responsibility policy;
- Encourage the reporting of any type of complaint by stakeholders relating to elements not respected in the ethical standard and policy (in this regard, the references of the TUV Nord Certification Body and the SAAS Accreditation Body are given below);
- Define an annual plan of measurable objectives that make it possible to verify the adequacy and continuous improvement of the Quality, Environment and Ethics System;
- Activate the involvement of suppliers in the ethical path undertaken, in order to consider them as partners also on issues of social responsibility;
- Considering one's customers as a fundamental element of one's success, guaranteeing a service that reflects the ethical behavior of the company.

In particular, according to what is defined by the SA 8000 standards and above all for the purposes of greater safety of compliance and continuous monitoring of the SA 8000 performances, the company has set up a Social Performances Team (SPT) which periodically reviews and monitors the SA 8000 performances and is concerned with ensuring compliance with the social responsibility requirements of the interested parties by proposing to the management actions to be taken to improve performance.

Every year during the Review, the Management undertakes to define new measurable and quantifiable objectives for Quality, the Environment and Ethics, with a view to the continuous improvement of its performance.

The Top Management together with all employees must be visibly committed to supporting the principles of this policy and integrating them into all company functions, committing themselves to 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 and SA8000:2014 and to spread the principles.

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

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

Contact details for submitting reports are as follows:

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The Management

Luca Facchinetti CEO

Metallurgica Bresciana SPA a Sterlite Technologies Ltd Company - Italy