

## HEALTH AND SAFETY POLICY (SGM001)

RING MILL S.p.A. is a leader in technology and quality with thirty years of experience in the production of forgings and rolled products. It has the know-how to work with a wide variety of metals: from simple metals such as carbon steel to sophisticated alloys used in the off-shore industry, in high-tech applications or in conventional and nuclear energy.

The company's activity consists in the realization of metal products starting from raw steel ingots and arriving at semi-finished products with different levels of finishing, through hot deformation processes, heat treatment and machining.

### VALUES

Founding values of RING MILL S.p.A. are:

- the safety, health and well-being of all those who work for the company, including stakeholders such as external companies and who are involved in company activities;

- the protection of the environment through

o the balance with the territorial specificities of Dubino;

o the control of the life cycle of its products from the supply of raw materials to the environmental characteristics of the finished product.

These values are expressed in the company's willingness to confirm and improve with increasing continuity the Integrated Safety-Environment Management System in accordance with ISO 45001 and ISO 14001 standards.

### COMMITMENTS

RING MILL S.p.A., through its Environment and Health and Safety Management System, is committed to:

- Knowing, understanding and fulfilling **compliance obligations** arising from legal requirements and commitments entered into with other stakeholders;
- Know, understand and monitor the evolution of its specific context, both internal and external, to promptly capture changes in **risks and opportunities**;
- Research, evaluate and implement the **best available and sustainable techniques**, understood as technological and/or procedural options;
- Prevent all forms of pollution and **protect the environment** by optimizing resource consumption and waste production, improving and monitoring air and water emissions, containing noise, protecting the soil, subsoil and controlling any other direct and/or indirect impact;
- **Protect the health and safety of workers** through hazard control, risk awareness and reduction, health oversight and surveillance, monitoring and improvement of accident rates, analysis of events and near misses;
- Plan **emergency management** and periodically test responses;
- Seeking and **promoting consultation and participation of workers and their representatives** in order to solicit conscious behavior, constructive contributions in the analysis and solution of events and ideas for continuous improvement;
- Promote and recognize the **virtuous behavior and proactivity** of workers through the reward system of internal origin.
- Guarantee an ongoing training process for its employees as part of the production process

### OPERATIVITY

Values and commitments are made concrete through the implementation of improvement programs and, over the last few years, RING MILL S.p.A. has carried out important projects to modernize the company and its main facilities, and to upgrade those that have remained active.

The realization of the new office building with the aeration and air-conditioning system working with geothermal probes is a clear proof of the company's will to improve every aspect of it with the lowest possible environmental impact.

Further objectives are the continuous increase of professionalism and competence of the staff, entering new markets and persisting in those already present while maintaining the levels of professionalism and quality of excellence.

The MANAGEMENT asks all those who work on behalf of RING MILL S.p.A. to contribute with their commitment and full application of this Policy.

