

QUALITY, ENVIRONMENT AND SAFETY POLICY – Rev. of 17/02/2025

The "**Quality, Environment and Safety Policy**", defined by the Management of CSM TUBE, documented and made available to all employees, the public and interested third parties is strongly focused on ensuring the reliability and safety of the Quality of its products, to preserve and protect the environment at every stage of the product life cycle, to reduce the risks to the health and safety of workers and all personnel at CSM TUBE and to optimise energy consumption by limiting waste, and to consolidate an ESG path, aimed at updating the Sustainability Report.

Responsibility in the management and implementation of the Integrated Policy concerns the entire company organisation, from the Employer down to each worker, each according to his or her attributions and competences.

CSM TUBE has also adopted a Management and Control Organisational Model pursuant to Leg.Dec. 231/01 optional and suitable for preventing the commission of the offences referred to in the model itself, and a Code of Ethics expressing ethical commitments and responsibilities in the conduct of the Company's business and activities.

The organisation has developed a path to develop ESG issues, which transversally involves all areas of the company in the achievement of a shared sustainability objective that has strategic implications to increase the company's credibility and image towards all internal and external stakeholders, guaranteeing corporate growth and business continuity. This approach will accompany the company in the years to come.

The **Integrated Policy** is disseminated through posting on the company notice board and other external communication channels (website, communication to customers, etc.) as well as with updates on its evolution and the main indexes and activities related to it, with constant consultation and participation of workers and their representatives on:

- updating employees on the progress of company indicators and involvement in objectives;
- knowledge and prevention of health-safety risks and accident analysis;
- growth of skills through continuous training of employees;
- continual improvement of quality, health-safety and environmental issues.

The following are strategic for the **Safety** policy:

- operate in compliance with all applicable laws, regulations and company procedures;
- continuously improve the performance and monitoring of the Management System by implementing specific safety programmes, inspections and audits at all levels to prevent occupational accidents and illnesses and keep processes under control to protect workers;
- require contractors and suppliers to operate with safety standards, otherwise terminating collaboration with them;
- eliminate hazards and reduce risks that may endanger the health of workers;
- by 2025, after the completion of feasibility studies to improve logistics flows, investments will begin on the automation of coil testing and handling, which to date has been manual.

The **Environment** policy is identified in the following commitments:

- operate in compliance with all applicable laws, regulations and company procedures;
- strive to develop continuous improvement programmes to achieve ever higher environmental standards with regard to:
 - prevention of pollution and reduction of air emissions;
 - promotion of processes and actions aimed at the 'Circular Economy';
 - Continuous research into new processes to reduce energy consumption, produce energy from renewable sources, increase the energy efficiency of its plants and consequently the energy and environmental sustainability of its activities;
 - reduce the percentage of waste produced in relation to production volumes by sending it for recovery.

The **Quality** Policy focuses on the following issues:

- produce quality products by complying with international standards and customer specifications;
- focus on customers and their needs, in order to provide products that systematically meet their requirements and the applicable mandatory requirements;
- improve business effectiveness and efficiency by reducing scrap through the continuous increase of monitoring and evaluation of quality and productivity data, implementing a process of continual improvement;
- manage lean, standardised and innovative processes, where everyone's skills are harnessed and enhanced and where the operator's experience is complemented by technology and innovation;
- allow personnel to grow and participate, to operate with motivation, awareness and responsibility in accordance with company directives, and support for foreign offices.
- in 2025 we shall continue the collaboration with the University of Padua in order to develop ever greater plant innovation and automation for new segments and markets in synergy with CSM Machinery.
- Also for 2025, a pathway was started to achieve IATF 16949 certification

The Employer
P. Carpanini