



S.A.V. S.p.A. Società Alluminio Veneto fully respects the values, principles, responsibilities and ethical commitments set out in its "Code of Ethics", which has always inspired the conduct of business and the corporate activities and which is adopted by whoever maintain any kind of relationships with the Company.

S.A.V. S.p.A. envisages to ensure the health and safety of people, contribute to environment sustainable development and meet customers' needs by offering products with high-quality content which permit to obtain a fair economic return.

To pursue these objectives, S.A.V. has introduced an integrated management system for Safety, Environment, Quality, Energy, as well as a management system for social responsibility.

Our company firmly believes that the principles and objectives of the Standards:

- ISO 45001 for occupational health and safety (OH&S) management system;
 - ISO 14001 and EMAS for Environmental Management System;
 - ISO 50001 for Energy Management system;
 - ISO 9001 and IATF for quality management system of products and processes;
 - A.S.I. Aluminium Stewardship Initiative(A.S.I.) to foster sustainability throughout the aluminium industry;
- are the basic requirements for the management and the development of its industrial activities.

Thus, S.A.V. S.p.A. conducts its business committing to:

- **take an active role** with regard to safety, protection of workers, environment, energy-management in the production of foundry aluminium alloys and all its technically-related activities. S.A.V. S.p.A. uses all suitable measures to reduce risks and, where possible, eliminate dangers, prevent incidents (including near misses), occupational diseases and pollution. S.A.V. S.p.A. engages to support for the purchase and design of products and energy efficiency services, promoting the achievement of goals and objectives aimed at continuous improvement and sustainable development of activities;
- **define** the objectives, review, plan and constantly improve its management systems and performances;
- **establish** a plan setting out objectives, activities to improve environmental performance and provide for monitoring and analysis of environmental performance;
- **maintain** compliance with legal requirements and other signed provisions, also through an open and transparent dialogue with the community and the institutions and the implementation of all necessary control measures;
- **condemn and oppose** any conduct that could integrate an act of corruption;
- **develop** and maintain active programs for the control and monitoring of all production and technically connected activities, on the basis of their impact and importance, in order to prevent any situations of non-compliance with the requirements of the management systems but also to anticipate any future needs;
- **ensure** the implementation and respect of the organization model in line with the code of ethics and the relative management systems, also through the activities carried out by the independent supervisory body;
- **promote** a sensitivity to safety, environment, quality and energy management, through training activities, education and professional development to all staff working with S.A.V. S.p.A. or on behalf of S.A.V. S.p.A., depending on the specific professional activities and tasks carried out, so as to assure the necessary knowledge, competence and awareness;
- **promote** the adoption of production and management techniques that guarantee environmental protection, also in relation to biodiversity, in line with the best available technologies;
- **promote** the reduction of greenhouse gas (GHG) emissions as well as a sustainable use of energy resources by favouring the adoption of techniques and behaviours aimed at energy efficiency and the use, where possible, of renewable energies, constantly monitoring the relevant consumption.
- **promote** the reduction, where possible, of waste produced, committing to manage it according to the mitigation hierarchy in order to promote a circular economy;
- **using** production processes that guarantee the safeguarding of air quality in line with the best available techniques;
- **promote** a sustainable use of water resources by favouring, where possible, the adoption of techniques and behaviours aimed at reducing the use of water;
- **promote** production processes that guarantee the correct management of all chemicals used;
- **promote** the recycling of aluminium and all materials used and produced;
- **promote** consultation and active participation of workers and their representatives, in order to improve every aspect of the activity through their contribution, especially, health and safety at work;
- **guarantee** respect for human rights;

- **guarantee** workers a suitable working environment, ensuring an ergonomic workstation and treatment based on dignity and respect, without any inhuman or detrimental treatment to dignity, ensuring remuneration no lower than the minimum established by collective bargaining, as well as compliance with the regulations in force concerning working hours, equal opportunities and maternity and paternity protection, without any discrimination based, for example, on race, nationality or social origin, religion, disability, sexual orientation, trade union membership, political affiliation, age or religion;
- **guarantee** all workers the authority to suspend the working activities, within the scope of their tasks, if deemed dangerous to health and safety, harmful to the environment or if they do not assure the quality of the product required by the customer.
- **Neither to resort nor support** the use of workers below the legal age limit;
- **maintain** an open dialogue and encourage company resources to cooperate at all levels, fostering the involvement and consultation of workers, guaranteeing their freedom of association and prohibiting all forms of forced labour;
- **manage** its activities with the aim of preventing accidents, injuries and occupational diseases of those working in the workplace also through an adequate assessment of the risks present in the company, including the assessment of the chemical risk, the noise risk, the vibration risk, the artificial optical radiation risk, the ATEX risk, the work-related stress risk and the fire risk providing workers with personal protective equipment suitable for the risks present, using safe machinery that complies with current legislation and is maintained in accordance with the relevant maintenance schedules, managing the chemicals used in an appropriate manner, taking appropriate fire protection measures, providing adequate emergency procedures, informing and training workers so that they are able to implement the measures provided for in case of emergency situations;
- **provide** the necessary resources and guidelines in order to ensure the workplaces, the operating processes and the organizational aspects are conducted so as to safeguard the health and safety of workers, the environment, the energy management, the company assets and the community where the company operates;
- **adopt** processes that guarantee the analysis and evaluation of suppliers in order to ensure responsible sourcing of the raw materials used in compliance with applicable legislation such as, by way of example, EU Regulation 2017/821 (conflict minerals), EC Regulation 1907/2006 (REACH) and EC Regulation 1272/2008 (CLP) as well as undertaking to assess suppliers' respect for human rights and fundamental human rights and to require suppliers to comply with S.A.V.'s code of ethics;
- **guarantee**, through a constant, open and continuous dialogue, that contractors, workers and suppliers adopt behaviours consistent with this policy;
- **document**, communicate and share the objectives, the methods used and the results obtained;
- **develop** and maintain open and collaborative relationships with local authorities and all stakeholders;
- **promote**, disseminate and make sure that this Policy is known and implemented by all, involved stakeholders.

S.A.V. aims to identify the best procedures and behaviours to achieve its objectives and meet the needs of customers and interested parties. With a view to continuous improvement of our organization, it is worth noting that the constancy and repetitiveness of behaviours, the retention and circulation of information and the work of cross-functional groups are the basis of the effective quality of the products and safety of the processing.

Therefore, the work of each of us must be oriented towards the review of all extemporaneous and unrelated behaviours into actions coordinated within a context of corporate universality and carried out according to the rules we ourselves have set, possibly integrating and / or replacing them with more updated ones in case of evolution of the needs of interested parties.

With a view to continuous improvement, S.A.V. S.p.A. undertakes to analyse the causes of any incidents, near misses, and in general of all the non-conformities that might occur, in order to achieve the objective:

ZERO ACCIDENTS – 100% ENVIRONMENTAL PROTECTION – ZERO DEFECTS
100% ENERGY EFFICIENCY

We are aware that the development of such important programs can only be successful through the sharing of the objectives we ourselves have set. We continue in our growth path towards global quality, aware of the added value we give to our product.