



Quality, Health/Safety, Environment, Energy, Sustainable Development Policy

Through this policy, the Executive committee has decided to plan the group's longer term strategies based on an integrated management system that complies with the requirements of Quality, Health/Safety, Environment, Energy and Sustainable Development. This policy applies to all employees and outside companies working for: **ACOR, ALPA, ITON-SEINE, PARSIDER, RIVA-ACIER, SAM Montereau, SAM Neuves-Maisons and Trentetris.**

ZERO ACCIDENTS AND OCCUPATIONAL ILLNESSES

- Analyze occupational risks, to implement preventive actions to guarantee safe and healthy working conditions to prevent work-related injuries and illnesses,
- Eliminate all situations that may cause accidents or occupational illnesses by developing the use of tools aiming to improve our performance in terms of Quality, Health and Safety at Work, Environment and Energy (activity audit, sector audit, etc.) and by establishing a specific Health and Quality of Life at Work prevention program each year,
- Consult employees and have them participate in discussions relating to healthcare and safety at work through team meetings, theme-based conferences,
- Comply with legal and other requirements of all interested parties.

COMPLY WITH THE ENVIRONMENTAL REQUIREMENTS OF ALL INTERESTED PARTIES

- Eliminate or reduce our environmental impact, when significant (emissions, resource consumption, etc.),
- Ensure that our sites comply with regulatory requirements.

IMPROVE THE COSTS AND PERFORMANCE OF PRODUCTION

HUMAN RESOURCES MANAGEMENT

- Workforce optimization: Ensure effective human resources management to ensure the optimal functioning of all group entities. This involves developing and diversifying all possible sources of recruitment,
- Participatory actions for the continuous improvement of quality of life at work and the prevention of psychosocial risks,
- Intergenerational skills transfer: Promote the transfer of skills between generations through mentoring and by fully exploiting the opportunities offered by the apprenticeship system, in order to strengthen synergies between young talent and experienced employees,
- Skills development: Maintain a high level of skills within all teams by offering regular training activities tailored to the specific needs of the group's employees,
- Improving internal communication: Optimizing the internal communication plan to ensure clear, transparent, and regular dissemination of information to all stakeholders, thus strengthening cohesion and commitment within the group.

BUILD CLIENT LOYALTY AND SEARCH FOR NEW MARKETS

- Comply with customers' requirements regarding quality and deadlines,
- Continue the development of certifications to develop commercial relations outside France.

OPTIMIZED PURCHASING

- Increase the percentage of orders with suppliers who have been certified with regards to Quality, Health/Safety, Environment, Energy, and introduce a « Riva France » supplier certification;
- Take environmental and energy performance labels into account when purchasing.

ENERGY EFFICIENCY OPTIMIZATION AND CARBON FOOTPRINT

- Guarantee the achievement of the goals defined in the energy performance plans of the steel sites
- Carry out a technological watch in connection with decarbonization and follow the group trajectory defined for reducing emissions.

To achieve this, Site Managers and Department Managers provide their own objectives, using quantified indicators, and report on results including during management and process reviews. General Management makes all resources available to Site Managers to guarantee the efficiency of their Quality, Health/Safety, Environment, Energy and Sustainable Development management system. In this context, Executive Management is open to being contacted by any person or organization wishing to do so, as evidence of our firm commitment to a sustainable development strategy.

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Damien PERAUDIN
Managing Director

Angelo IPPOLITI
Managing Director