



Rev. 08/2024

Sustainable Development

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Sustainable Development Policy



ALPA S.A.S. is a steel manufacturing plant (billets and reinforcing bars) from steel scraps.

It belongs to RIVA FORNI ELETTRICI group.

Certified and integrated Management System

ALPA S.A.S. is involved in a continuous improvement approach through its certified and integrated management system in Quality, Health-Safety, Environment, Energy and Sustainability. The company complies with requirements from ISO 9001, ISO 14001, ISO 50001, 45001 and AFCAB RCC03, UK CARES Sustainable Steel Scheme and SustSteel® Mark Application Guidance, Sustainability for steel construction products mark standards.

Our Goal : A fair, effective and respectful Development

ALPA SAS has implemented the sustainable reinforcing steel scheme for construction products. Sustainability embraces all processes, including supplies.

According to his responsibilities, each employee must lead their actions in order to :

- Increase the competitiveness of the company by offering products in accordance with the customers' requirements as well as the environment towards their manufacturing
- Comply with relevant laws and regulations that are applicable to the site,
- Respect the fundamental rights at work (no use of slave labour, favouring diversity, no discrimination, employment policy for handicapped people, respect for human dignity, abolition of child labour, fair wages, implementation of relevant working hours and public holidays, freedom of joining a union which pertains to the protection of employment, ...)
- Promote the continuous training to the staff,
- Commit to ensuring internal and external communication with all the stakeholders,
- Work in partnership with suppliers to achieve our common goals and continually improve performance with due regard for social issues such as employment conditions and welfare,
- Analyze occupational and environmental risks, prevent and remedy for non conformities, pay careful attention to the grievance procedures,
- Reduce environmental impacts in particular by limiting pollution, using efficiently our raw materials, reducing energy consumption,
- Ensure an efficient and rigorous accounting for the company economic growth and profitability as in its employees interest (employees participation in the company's profits, corporate savings plan),
- Get involved in the local economic development (creating jobs covering all professional qualification, subcontracting),
- Continually monitor performance improvement,
- Ensure an efficient use of raw materials,
- Minimize Waste and maximize recycling,
- Reduce impact transport of the raw materials,
- Manage for long term financial performance.

The Implementation of this policy relies on the following of these targets thanks to indicators analyzed during Management and processes reviews. The General Management ensure that information and necessary resources are available to aim targets.

Every people working on ALPA site is committed to know and to comply all site's requirements, including the applicable documentation. Each ALPA employee is trained, sensitized and given responsibility in order to be continuously committed in this policy and to contribute to reach targets.

This policy is available for stakeholders on Website and at the entrance of the plant.



For ALPA (Porcheville)
Reviewed Jun 02, 2023

Alexandre GODARD
Plant General Manager





		CRITERIA THEY ARE LOOKING FOR	MEANS OF ENGAGEMENT	THEIR REPORT	OUR REPORT
CLIENT	CUSTOMERS	<ul style="list-style-type: none"> Product quality (billets, reinforcing bars) Delivery deadlines respected 	<ul style="list-style-type: none"> Listen client RIVA Steel website Sales team Customer satisfaction measurement 	<ul style="list-style-type: none"> Sustainability of the activity Partnership 	<ul style="list-style-type: none"> Provide quality products that meet their demand
EMPLOYÉS	EMPLOYEES	<ul style="list-style-type: none"> Remuneration and bonuses Safe working Respect for health Professional evolution Sustainability of employment 	<ul style="list-style-type: none"> Sharepoint ALPA Website service for staff Website service Training plan Relationship with employee representative bodies 	<ul style="list-style-type: none"> Contribution to success through their productivity, their qualities and their management 	<ul style="list-style-type: none"> Provide an enriching professional experience that respects health
FOURNISSEURS	PROVIDER	<ul style="list-style-type: none"> Our satisfaction Ethical practices Responsible sourcing 	<ul style="list-style-type: none"> Dialogue and relations Meeting with applicants (requests) ALPA website 	<ul style="list-style-type: none"> Provide quality products or services on time Respond to our requests Technological innovation 	<ul style="list-style-type: none"> Provide payment terms Sustainability of activity
COMMUNAUTÉS LOCALE (école, entreprises, ..)	LOCAL COMMUNITY (school, company ..)	<ul style="list-style-type: none"> Participate in the development of the local economy Partnership (learning ...) 	<ul style="list-style-type: none"> Meetings Site visit Welcoming apprentices ALPA website 	<ul style="list-style-type: none"> Additional skills Local suppliers 	<ul style="list-style-type: none"> Social investment Environment



As a player in the circular economy, our raw materials mainly come from products used on a daily basis and which have reached the end of their life; vehicle wrecks, cans, etc.

We take care to continue our responsible approach even in the delivery and origin of our raw materials through the choice of our suppliers.

In a logic of respect for the environment, we choose our suppliers mainly from Ile de France such as the city of Argenteuil, Gennevilliers, Athis-Mons or even directly from our own industrial area since we recycle more than 17% of scrap. of the city of Limay in order to limit the impact of CO2 in the atmosphere. While also favoring environmentally friendly service providers.

Furthermore, in accordance with the expectations of our stakeholders and end users regarding the origin of our raw materials, we can guarantee them transparency and traceability throughout our supply chain. This is why we remain attentive to the certifications and commitments of our suppliers. Depending on their mass supplied, more than half of our suppliers are ISO 9001, ISO 14001 and ISO 45001 certified.

We remain very vigilant with regard to the principle of ethics through our ethical code. We are very attentive to the origin of our raw material, whether it is the result of conflicts of interest, unfair competition or even contrary to fundamental rights, all in strict compliance with the laws.

ALPA will work in collaboration with its suppliers as required in the interests of continuous progress. ALPA reserves the right to withdraw from suppliers who do not meet the requirements of this code or who do not wish to engage in an improvement process.

Society evolves around an environment in which there are no protected areas or threatened species. However, as an emblematic company on the European steel market, we are aware of our responsibility with regard to fauna and flora. This is why we monitor our impact on biodiversity through numerous analyzes.

Our latest analysis was carried out by an external entity in order to carry out biomonitoring of atmospheric fallout and their consequences on biodiversity. Our latest analyzes showed that ALPA had no risks to biodiversity.



Themes	Key indicators	Data
Safety	AT AA frequency rate	2,8
	Training rate for the QSEEDD approach	100
Environment	Waste recovery in %	90
	Water consumption in m3 per tonne of steel	0,87
	Neighborhood nuisance	0
	Consumption of recycled scrap metal in %	100
Energy	Energy consumed per tonne of steel (in gigajoule)	4,1
	Renewable energy used as a % of total energy consumed	13,9
Economic and social	Steel production (in million tonnes)	323
	Full-time equivalent workforce	264
	Number of training hours per employee per year	40