



*Integrated Company Policy*



# INTEGRATED COMPANY POLICY

Model 231 – Adopted since June 2012

VALID FOR YEAR 2026



## VISION

We aim to be a model of an innovative, sustainable, and solid company, capable of excelling through a broad range of competencies. Our ambition is to foster trust, well-being, and integration with the local community, while inspiring a strong sense of pride and belonging among our people.

## MISSION

Our mission is to produce aluminium by recovering end-of-life goods and giving them new value. We are committed to operating with minimal energy consumption and promoting circular processes that respect the environment, people, and the local area, in support of sustainable development.

To achieve the above goals, in 2026 the General Management intends to promote, develop, and support the following specific activities:

1. Ensure full compliance with all applicable laws and with any other requirements the company voluntarily chooses to adopt in the fields of quality, environment, energy, and health and safety, while always safeguarding human rights, workers' rights, and environmental protection.
2. Maintain and continuously improve, across all sites, an Occupational Health and Safety Management System in accordance with ISO 45001:2018, an Environmental Management System in compliance with ISO 14001:2015, an Energy Management System in line with ISO 50001:2018, and a Quality Management System that ensures compliance with ISO 9001:2015 and the IATF 16949:2016 standard, as a tool for continuous improvement.
3. Contribute to promoting the sustainability of the aluminium industry along the entire value chain, by maintaining the ASI Performance Standard certification as evidence of the company's commitment to social, environmental, and ethical standards that ensure the implementation of a chain of custody, from raw material sourcing to alloy production.
4. Continue conducting analyses that consider the entire life cycle of a product, adopting the best available technological, plant, and management solutions to reduce the environmental impacts associated with our production (certifying its sustainability in accordance with ISO 14025 and ISO 14064-1). Act along the aluminium supply chain by prioritizing low environmental impact solutions. This will contribute to defining an energy strategy aimed at Climate Neutrality.

5. Keep personnel knowledge, training, and awareness up to date on topics such as environmental protection, optimization of production and logistics processes with a view to continuous improvement, customer satisfaction, and the reduction of energy consumption and greenhouse gas emissions. Ensure ongoing training on workplace health and safety as well, including through alternative methods such as experiential and emotional training, with particular attention to risks related to internal traffic and human-machine interaction.
6. Improve the implementation of the scientific protocol for safety management known as BBS – Behaviour Based Safety, adopted since 2017, which focuses on behaviours and uses participatory methodologies to reduce workplace accidents by minimizing or eliminating unsafe actions and behaviours.
7. Give value to the analysis of near misses, both in terms of safety and environmental aspects, in order to raise employee awareness of the importance of preventive actions, implementing all necessary measures to ensure that such events do not recur in the future.
8. Commit to implementing the general protection measures set out in Article 15 of Legislative Decree 81/2008, in particular by optimizing prevention and protection actions to minimize health and safety risks in the workplace and thus prevent accidents and occupational diseases. Special attention shall be paid to risks related to internal traffic, residual energy, departmental emergency management, and confined spaces, while also undertaking the interventions outlined in the Risk Assessment Document improvement plan.
9. Continue reporting the initiatives undertaken through the sustainability report, in accordance with the requirements of the new European CSRD Directive.
10. Constantly analyse and assess the protection of water resources, waste management, and air quality monitoring, not only in terms of compliance with regulatory requirements, but also with a view to continuously improving environmental performance, with particular attention to the efficiency of emission treatment systems.
11. Reduce waste generation by enhancing internal recycling processes through technological innovation and continuous awareness-raising among operators, in line with Circular Economy guidelines.

12. Firmly believing in the principles of the circular economy, continue the development of energy recovery systems within the Organization, building on the implementation of the heat recovery plant, with the ultimate goal of utilizing low-temperature waste heat to supply thermal energy to internal users and the surrounding area. Additionally, increase the efficiency of brine evaporators by moving from 3 to 4 effects, taking advantage of the opportunities offered by the 5.0 funding schemes.
13. Identify and invest in systems to autonomously generate energy, including through the use of internal and external resources, in order to minimize energy needs from fossil sources.
14. Reduce specific energy consumption by adopting the best available commercial, managerial, plant, and technologically innovative solutions on the market to improve energy performance and the environmental sustainability of the production process.
15. Continue implementing new methods for managing and conducting the personnel training phase, making this important activity more effective, better formalized, and further enhancing the role of the supervisor as both trainer and evaluator.
16. Encourage the creation of broad partnerships and the development of products and solutions that represent the best on the market, taking into account customer needs and the system as a whole.
17. Satisfy the customer by meeting both implicit and explicit requirements, including prompt handling of complaints and returns.
18. Satisfy the customer by providing technical support to improve their melting process, with the aim of increasing efficiency, enhancing product quality, and minimizing internal costs. At the same time, offer support on sustainability topics to help meet the demands of the aluminium value chain.
19. Provide customers with expertise, experience, tools, and high-level technical/technological laboratories to support their personnel during product development and the selection of the most suitable and high-performing alloy.
20. Collaborate with suppliers to improve the quality level of supplies and enhance competitiveness.

21. Promote digital and sustainable innovation through the continuous development of advanced, customized, and integrated IT systems within business processes, in line with the principles of Transformation 5.0.

*This Policy is communicated to all employees and to all individuals working on behalf of Raffmetal S.p.A. The principles and values of Raffmetal S.p.A. are published on the company website, making them available to all internal and external stakeholders.*

*The General Technical Management assumes responsibility for the Integrated Management System for Quality, Environment, Health and Safety, and Energy, and promotes its implementation, improvement, and development, ensuring that its contents are communicated, understood, and shared throughout the organization.*

Casto, 17 March 2026

Raffmetal Management



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