



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 Trentetrois.**

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,
- Define a roadmap to improve the safety culture based on the results of the surveys carried out in 2022,
- 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.

DEVELOP NEW PRODUCTS AND IMPROVE THE PERFORMANCE OF PRODUCTION RESOURCES

- Increase the production of processed products with the installation of new welded mesh production lines for the SAM and ACOR sites,
- Improve the quality, cost and production performance of our products.

HUMAN RESOURCES MANAGEMENT

- Have the necessary staff to ensure optimum operations in the group's various entities and develop all available recruitment strategies in order to meet this goal,
- Develop participative actions to decide what preventative measures should be introduced in order to minimize psychosocial risks and to improve the quality of life at work,
- Ensure the transmission of intergenerational skills through mentoring practices (using apprenticeship programs),
- Promote internal promotion and professional development in order to guarantee the transmission of know-how in the human capital value chain,
- Promote the development of our employees' skills through training on safety at work, the environment, product quality or control of the production process,
- Have regular communication in order to guarantee a level of information to all interested parties.

BUILD CLIENT LOYALTY

- Comply with customers' requirements regarding quality and deadlines.

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 carry out an action plan to reduce emissions.

NEW ACTIVITY: PURCHASE, TRANSFORMATION, RECYCLING AND SALE OF METALS

- Deploy Riva group tools, operating methods and procedures in the new company TRENTETROIS.

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.