

DECLARATION OF SUSTAINABILITY COMMITMENTS

COGNE ACCIAI SPECIALI is leader in the production of stainless steels and nickel alloys. Maintaining this leadership position requires us to continue to conduct ourselves in a sustainable manner.

It is in our interest to pursue the right balance between competitiveness, environmental sustainability and social responsibility. For us, sustainability is a journey that culminates in the creation of lasting value for our stakeholders. Our leadership must be maintained with responsible management of prudent, sustainable and inclusive growth that benefits businesses, citizens and communities alike.

A company is sustainable when every person working in or for it has understood the value of the following cardinal principles that he or she expresses through his or her work:

- Consideration of stakeholder expectations
- Responsibility
- Commitment

thereby driving a constructive process that creates widespread, shared collaboration and involvement.

Mission

The production and marketing of competitive, quality products, the protection of the health and safety of all those who work with us every day, the safeguarding of the environment and the enhancement of people, along with attentiveness to the needs of the community and the territory correlate with economic growth, innovation and satisfaction of the needs of our customers.

The values and principles that guide our behaviour at every corporate and decision-making level must govern our decisions, initiatives, projects and actions.

These are the goals we have set for ourselves that we are vigorously pursuing, now and in the future:

- strict compliance with laws and regulations
- safeguarding the health and safety of workers
- protecting the environment
- responsibly pursuing the interests of shareholders, employees, customers, business and financial partners, local communities and the broader community as a whole

with the aim of creating value for all stakeholders.

Our Sustainability Values

People

The growth, training and empowerment of people guide our actions and this is expressed through daily attention to the quality of work and human relationships among other things.

Safety

High occupational safety level standards underpin our activities with the aim of ensuring the health and well-being of workers.

Environment

Business activities must expand in equilibrium and harmony with the natural environment in which we operate, to ensure its preservation.

Innovation and Customer Focus

Our customers' needs drive the continuous innovation of our processes and products

Integrity

Strict principles of ethics, fairness and professional correctness guide our actions which are in turn driven by the interests of all our stakeholders

Economic Value

Creating financial economic value and improving performance ensures investments and support for our way of doing business

Our Commitments

Responsibility towards our Human Resources

- Health and safety in the workplace
At Cogne Acciai Speciali, we are deeply committed to the continuous improvement of occupational health and the safety in our workplaces. Our Goal is Zero Injuries.
- Training our Human Resources
We are responsible for increasing and spreading the wealth of knowledge and promoting initiatives in the various company areas through our ongoing support of teamwork
- Development and Empowerment of Human Resources
Moral and cultural respect for people and the pursuit of employee satisfaction are indispensable principles for us
- Diversity and equal opportunities
We are committed to promoting a culture of inclusiveness and equal opportunities every single day
- Our Corporate Climate
The satisfaction of each and every one of the people who make up our organization and the creation of a stimulating and welcoming work environment are the primary elements of our success.

Environmental Responsibility

- Fighting Against Climate Change
Reducing carbon emissions is our responsibility.
- Energy Efficiency
Researching and implementing solutions that reduce energy consumption is a commitment we must pursue.
- Responsible Use of Natural Resources
Responsible use of the natural resources used in our production processes.
- Environmental Impact
We have a duty to contribute to a circular economy by developing increasingly sustainable processes and this is reflected in each and every one of our actions and choices.

Social Responsibility and accountability to the Community and Territory

- Local Communities and Relationship with the Territory
Dialogue and support for local communities are a part of our responsibilities.
- Human rights
Respect for human rights underlies the way we think and act. We will also pursue this by adopting policies and creating programs to foster diversity and inclusiveness.
- Integrity
Maintaining a governance and risk management system aligned with international best practices is a commitment we aim to achieve every day.

Economic Responsibility

- Economic and Financial Sustainability
Our ultimate goal is to ensure that our corporate performance is increasingly responsible and sustainable, as it creates value and meets the needs and expectations of all our stakeholders.
- Procurement Practices
Promoting a responsible and sustainable supply chain through the collaboration of all value chain players is a basic cornerstone of our operations.