



SISE

Siderúrgica
Sevillana S.A.



Integrated
management policy

Revision: n° 11

Integrated Management Policy

Siderúrgica Sevillana, S.A. (SISE), a company of the Riva Group, carrying out its activity in the steel sector, establishes its integrated management policy based on the principles of sustainability, in line with **UNE standard 36901:2018 “Iron and steel sustainability management systems. Requirements”**, assesses risks and opportunities, develops actions based on the following commitments:

Commitment to health and safety, with workplace risk prevention and improved work conditions.

SISE has implemented an Occupational Health and Safety Management System (SGSST) complying with the requirements of ISO standard 45.001:2018:

- a. To prevent damage and deterioration of workplace health and safety for all personnel working in its own and external installations, providing safe and healthy working conditions.
- b. To eliminate and reduce risks to occupational health and safety.
- c. To improve coordination and communication with external companies working in our facilities.
- d. To continually improve the efficiency and effectiveness of its productive processes in order to ensure safe and healthy working conditions.
- e. To comply with current laws and the agreed requirements.
- f. To control risks to health and safety, establishing priorities based on importance, taking into account not only internal risk but also environmental risks.
- g. To provide the due training and education to all personnel, so that they participate and are involved in the preventive activity.
- h. To promote the well-being of workers and their environment through healthy living habits.

- i. To promote consultation and active participation channels of workers.
- j. To establish communication channels that permit all company workers to be informed of the preventive activity, ensuring their knowledge and understanding.

Commitment to a suitable labour environment, with equal opportunities in the labour environment, the development of professionalism and the reconciliation of family and working life.

SISE has established the following actions in this area:

- a) offering, promoting and ensuring the professional development of individuals, the reconciliation of family and working life, and to ensuring equal opportunities, without discrimination on the grounds of birth, race, gender, religion, opinion or any other personal or social condition or circumstance, in accordance with what is provided for in the Spanish Constitution of 1978 and in the international declarations in force.
- b) the Company manages the technical, professional and human training of its employees, advisors and collaborators, in such a way that they can increase their own professional qualities.
- c) recognising the merits, programming specific activities intended to improve professionalism and the acquisition of improved competences.
- d) promoting worker participation in the areas of training and implication in their own development and facilitating the professional development of their collaborators to encourage professional growth in the company.

Commitment to the quality of processes and products.

SISE is committed to providing its customers with quality products and sufficient supply to satisfy their demands. Therefore, it has implemented a Quality Management System in accordance with the requirements of UNE-EN ISO standard 9.001:2015, and it relies on certified products in accordance with applicable national and international standards. SISE manages the quality of its processes and products with the following objectives:

- a) To prevent NON-CONFORMITIES resulting from the failure to comply with requirements.
- b) To reduce the number of non-complying products.
- c) To maintain and increase its position and market expectations.
- d) To build its reputation, improving its competitiveness.
- e) To increase benefits and reduce costs.
- f) To ensure the full satisfaction of customers in terms of the quality of the received products, and in the service provided by SISE.

Commitment to value creation and profitability.

SISE maintains its commitment to value creation for its shareholders, through growth and operational excellence, all based on sustainable development with ethical principles and social responsibility.

Commitment to protection and defence of the environment.

SISE has implemented an Environmental Management System, which complies with the requirements of UNE- EN ISO standard 14.001:2015 and having the following main commitments:

- a) Avoiding contamination, preserving the environment and actively defending it.
- b) Promoting activities aimed at reducing its impact on the environment, promoting the rational and efficient use of energy, reducing waste, valuing it and developing public and private collaboration agreements aimed at environmental protection.

Commitment to energy efficiency and management.

SISE has implemented an Energy Management System that complies with the requirements of UNE-EN ISO standard 50.001:2018 and having the following main lines of action:

- a) Organizing the productive process for efficient energy consumption.
- b) Promoting the use of more innovative technology and the organization of more efficient resources.
- c) Integrating energy performance and best practices in the business' strategic decision making.
- d) Acquiring energy efficient products and services.

Commitment to good governance and ethical behaviour.

SISE has established the necessary procedures to implement the essential values of the organization and the transparency that guides our business commitment, through an appropriate internal control structure, as well as ongoing assessment of the effectiveness of these controls.

Loyalty in relationships, respect of the interests of each partner and the prevention of conflicts of interest.

SISE promotes loyalty in the relationships between the company and physical and legal entities forming part of the so-called interest groups or concerned parties. All relationships require good faith, due respect and consideration of the interests of each contact without undermining the defence of the company's own interests. And, it should also guarantee that the individuals working directly or indirectly for the company avoid situations that may lead to personal or corporate conflicts of interest.

Commitment to the development of the society in which it operates.

The organization promotes the support of social initiatives and engages directly in training and awareness actions, thereby contributing to the community's social and economic development.

Commitment to the reserved nature of the information and to the appropriate protection and processing of the personal data.

SISE promotes the security of all legally protected information as well as proper tool use, convergence with guidelines and technical specifications of the Riva group within the scope of industrial computer networks, the rationalization, optimization and simplification of computer management as well as the continued improvement of the efficiency and effectiveness of the computer systems.

Rigorous legal commitment and ongoing improvement.

Finally, SISE is committed to the compliance with legal and other requirements that it has agreed to, and to the prevention of negative effects, as well as to ongoing improvement, transparency and



integration of the concerned parties. This commitment includes crime prevention in compliance with the zero tolerance with crime in the organization commitment and in accordance with the law.

It is the express will of the Management that this Integrated Management Policy, whose commitments are based on the principles and values included in the Code of Ethics approved by the Board of Directors, be distributed to all of the employees and individuals working for Siderúrgica Sevillana, S.A. and we urge these individuals to support and carry out their work so as to ensure compliance with all of the established objectives. It shall also be available to all individuals and organizations that request it, as a clear symbol of the strong bond of Siderúrgica Sevillana, S.A. with sustainable management.

Approved by Management

Integrated Management Policy, section 5.2. of the Integrated Management Manual rev. 11.