



**SISE**

Siderúrgica  
Sevillana S.A.



Integrated  
management policy

Revision: n° 10

# Integrated Management Policy

Siderúrgica Sevillana, S.A. (SISE), a company in the iron and steel sector that belongs to the Riva Group, has an Integrated Management System based on the principles of sustainability in accordance with the **UNE 36901:2018 standard "Management Systems for Sustainability in Iron and Steel. Requirements"**, assesses risks and opportunities and develops actions arising from the following commitments:

**Commitment to occupational health and safety, risk prevention and the improvement of work conditions.** SISE has implemented an Occupational Health and Safety Management System, (OHSMS), which complies with the requirements of ISO 45.001:2018 and whose main commitments are:

- 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 lifestyles.
- 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 working climate, with equal opportunities in the work environment, the development of professionalism and the reconciliation of work and family lives.** SISE establishes the following actions in this area:

- a) To offer, promote and guarantee the professional development of individuals, the reconciliation of family and work life, and ensure equal opportunities, without any discrimination for reasons of birth, race, sex, religion, opinion or any other personal or social condition or circumstance, in accordance with the provisions of the Spanish Constitution of 1978 and international declarations in force.
- b) Take care of the technical, professional and human training of its employees, consultants and collaborators, so that they can increase their own professional qualities.
- c) Recognize merit, programming specific activities to improve professionalism and acquire greater competencies.
- d) Promote the participation of employees in training plans and their involvement in their own development and facilitate the professional development of their collaborators, in order to favour their professional growth in the company.

**Commitment to product and process quality.**

SISE is committed to providing its customers with quality products as required, and appropriate based on demand. For this purpose, it has implemented a Quality Management System, in accordance with the requirements of the standard UNE-EN ISO 9.001:2015, and has certified the products, in accordance with the applicable

national and international standards. SISE manages the quality of its processes and products with the following objectives:

- a) To prevent the appearance of problems as a result of 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 the creation of value and profitability.**

SISE is committed to the creation of value for its shareholders, through operational growth and excellence, based on sustainable development with ethical and social responsibility principles.

### **Commitment to environmental protection and defense.**

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

- a) To prevent pollution, preserving the environment and actively defending it.
- b) To promote activities aimed at reducing its impact on the environment, encouraging the rational and efficient use of energy, waste reduction, waste recovery and the development of public and private collaboration agreements aimed at protecting the environment.

### **Commitment to energy efficiency and energy management.**

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

- a) To organise the production process for efficient energy consumption.

- b) To promote the use of the most innovative technology and the most efficient organisation of resources.
- c) To integrate energy performance and best practices into strategic business decisions.
- d) To acquire energy efficient products and services.

### **Commitment to good governance and ethical behavior.**

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. In all relationships, actions should be carried out in good faith, with due respect and consideration for the interests of each participant, without detracting from the very interests of the company. 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 directly conducts training and awareness activities to contribute to the social and economic development of the community.

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

SISE promotes the security of the legally protected data and the good use of tools, the convergence of the technical guidelines and specifications of the Riva Group in the area of industrial computerized networks, the rationalization, optimization and simplification of the computerized management, as well as the ongoing 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.

It is the express will of the management for this Integrated Management Policy, whose commitments are based on the principles and values of the Code of Ethics approved by the Board of Directors, to be disseminated to all employees and individuals working for Siderúrgica Sevillana, S.A. and it urges them to promote and carry out their work so as to achieve the established objectives. It should also be made available to any individuals and organizations requesting it, as a symbol of the firm commitment of Siderúrgica Sevillana, S.A. to sustainable management.

Approved by Management

Integrated management policy, paragraph 5.2. of the Integrated Management Manual, Rev. 10.