

SOCIAL RESPONSIBILITY POLICY

Marcegaglia Steel Spa and the Italian companies directly and indirectly controlled (Marcegaglia Buildtech Spa, Marcegaglia Carbon Steel Spa, Marcegaglia Gazoldo Inox Spa, Marcegaglia Palini and Bertoli Spa, Marcegaglia Plates Spa, Marcegaglia Ravenna Spa, Marcegaglia Specialties Spa, Trafital Spa), carry out their activities in full compliance with the principles of safeguarding human rights and workers' rights, applying the national collective labor agreement in a complete and impartial manner.

Our commitment

Marcegaglia Steel Spa:

- considers safety at work as a primary objective, not in opposition to the other company objectives;
- undertakes to respect and be in line with all the requirements of the SA8000 Standard, recognising the rights of employees and the laws of the country on freedom of association and collective bargaining;
- opposes all forms of discrimination and unequal treatment based on sex, race, nationality, religion, disability, sexual preferences, age, trade union membership and political affiliation;
- adopts the necessary prevention and protection measures to control the risks associated with the specific production activities;
- promotes workers' participation and consultation;
- encourages employee training and effectiveness of the activities performed.

Our initiatives

These principles are implemented by a series of concrete actions, including:


- participation in the UN Global Compact, sharing the Ten Principles related to human rights, quality labor standards, environmental protection and the fight against corruption;
- membership of ResponsibleSteel, contributing to the development of a sustainable supply chain;
- continuous improvement of social responsibility requirements and occupational health and safety conditions;
- diligence to maintaining compliance with national laws and the resolutions of international bodies such as the ILO and the UN on human rights, ensuring respect for diversity and personal growth on equal opportunities and fair remuneration;
- commitment to preserving children's rights in order to avoid child and juvenile exploitation;
- prevention of potential non-compliance in the area of social responsibility;
- involvement and commitment of all stakeholders, including customers and suppliers, in pursuing compliance with the requirements of social responsibility and a healthy and safe working environment;
- prevention and reduction of risks that may affect the achievement of expected results in terms of compliance with social responsibility requirements.

The implementation of the content of this document is entrusted to the management and workers' representatives of each plant, coordinated by the SA8000 Management Representative. Senior Management assumes responsibility for maintaining compliance with the SA8000 standard, through specially appointed figures.

Please note that the SAAS/SAI references and the contact details of the Certification Body are as follows:

- SAAS - Social Accountability Accreditation Service - 15 West 44th Street, 6th Floor, New York, NY 10036 - telephone (212) 684-1414, fax: (212) 684-1515, e-mail: saas@saasaccreditation.org
- RINA Services S.P.A. - Via Corsica 12, 16128, Genova, Italy - e-mail: SA8000@rina.org

Gazoldo degli Ippoliti, 10 February, 2023


Chairman and CEO
Dott. Antonio Marcegaglia
Vice Chairman and CEO
Dott.ssa Emma Marcegaglia

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