

INTEGRATED COMPANY POLICY

Quality-Health&Safety-Environment-Energy

Founded in 1960, FORGE FEDRIGA now has been a model of excellence in the forging industry, and is recognized by the market for its work organization, based on preparation, efficiency, and the valorization of human resources. FORGE FEDRIGA's Quality-Safety-Environment-Energy Management System is certified in accordance with ISO 9001, ISO 45001, ISO 14001, and ISO 50001 standards, with a focus on Nuclear Safety.

In such uncertain political economic scenario, unable to provide answers to people who, like us, have been working in the metallurgy sector for years and are now wondering what will occur in the near future, Forge Fedriga reaffirms the centrality of the person, asking not the question "what", but "who" we are and who we want to be.

WHO were we?

Individuals who grew up in an alpine territory, shaped by water and protected by green mountains

WHO are we?

The third generation of a *community* which successfully turned a small trade business into a well-structured industrial organisation

WHO will we be?

Conscious people, capable of adapting their choices to the scenario and protecting what has been

MISSION

Confirmed our identity, our mission is to become an example of excellence in **open-die forging of components in special steels and alloys**, through an organization based on **competence, efficiency**, and the **enhancement of people**, recognized and appreciated internationally.

F like **force-work**, our greatest resource: the ability to transform, forge, and shape.

E like the **environment**, the environment we are committed to protecting from pollution.

D like the **direction**, our systemic approach focused on customer satisfaction.

R like **research**, the continuous pursuit of technical and qualitative improvement.

I like **instruction & innovation**, to enhance knowledge, skills, and new methods.

G like **global**, our presence worldwide.

A like **achievable**, our goals: concrete, measurable, and attainable.

Forge Fedriga: **FOR GENERATION'S FUTURE**

Communication and Review: This Policy is communicated, understood, and applied at all levels of the Organization and is made available to relevant stakeholders. Top Management is committed to periodically reviewing it to ensure its adequacy, effectiveness, and alignment with the Company's strategic objectives.

Stefano Fedriga (CEO)

QUALITY

Forge Fedriga's management establishes, implements, and maintains this Quality Policy, in accordance with the requirements of Section 5.2 of ISO 9001 ed. 2015 and Amd 1:2024, with the aim of ensuring the highest quality standards, with a focus on nuclear safety, and adopts a management system compliant with ISO 9001.

This Policy is part of the "Integrated Company Policy" (Quality - Safety - Environment - Energy) with the aim of specifically identifying aspects related to quality management not covered in detail.

In keeping with its mission of continuously improving the quality management system and achieving maximum customer satisfaction, Forge Fedriga reiterates the following as its fundamental principles:

1. Customer Focus:

- We ensure that our customers' needs are understood, met, and exceeded, fostering relationships based on trust and transparency.

2. Continuous Improvement:

- We are committed to the continuous improvement of our processes, products, and services to increase the efficiency and effectiveness of our quality management system.

3. Compliance with Requirements:

- We strictly comply with all applicable laws, regulations, and standards, ensuring compliance with contractual and legislative requirements

4. Employee Involvement:

- We promote continuous training, awareness, and involvement of all employees, so that each person actively contributes to achieving quality objectives.

5. Sustainability and Responsibility:

- We operate responsibly, respecting the environment and making a positive contribution to the community in which we operate.

NB: The Organization evaluates risks and opportunities arising from the use of Artificial Intelligence in quality management processes, in line with the requirements of UNI EN ISO 9001 and other System standards.

Issued by: Luca Cotti Piccinelli (IQSA)	Verified by: Alessandro Furloni (RQSA)	Approved by: Stefano Fedriga (CEO)
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NUCLEAR SAFETY CULTURE

Forge Fedriga recognizes Nuclear Safety as a core value and promotes responsible behavior, transparency, traceability, and attention to detail in all activities that may affect the safety of facilities and people. Nuclear Safety is taken into account in decision making process and is not compromised by any decision made such as for example lead time, costs and delivery times.

Forge Fedriga reaffirms the following as fundamental principles:

1. Everyone is personally responsible for nuclear safety.
2. Managers demonstrate commitment to nuclear safety in their decisions and behavior.
3. Trust and respect permeate the organization.
4. Decision-making must reflect nuclear safety first and foremost. Decisions must be systematic, rigorous, and thorough.
5. Personnel are free to raise any safety concerns without fear of retaliation, intimidation, harassment, or discrimination.
6. A questioning attitude is encouraged. Individuals avoid complacency and continually challenge existing conditions and activities to identify discrepancies that could lead to errors or inappropriate actions.
7. Communications maintain a focus on nuclear safety.
8. Issues that may impact Nuclear Safety are promptly identified, comprehensively assessed, promptly resolved, and corrected appropriately.
9. The work planning and control process is implemented to maintain Nuclear Safety.
10. We integrate appropriate nuclear safety considerations and are committed to ensuring that it is never compromised by other priorities.

CFSI

The company recognizes that counterfeiting can affect not only materials and components, but also technical and management documentation, and that this risk can arise from both the supply chain and internal behavior. For this reason, we are committed to:

- Preventing the introduction of counterfeit, fraudulent, or suspicious (CFSI) materials and documents into our processes.
- Applying rigorous supplier qualification and monitoring controls, including documentary and technical checks.
- Ensuring the traceability and authenticity of information throughout the supply chain.
- Promoting employee awareness in recognizing and reporting potential CFSI, including cases of false or altered documentation.
- Ensuring that each employee operates with integrity and responsibility, avoiding practices that could generate risks of internal counterfeiting.
- Taking immediate and transparent corrective action when non-compliance or suspicions are identified.

Issued by: Luca Cotti Piccinelli (IQSA)	Verified by: Alessandro Furloni (RQSA)	Approved by: Stefano Fedriga (CEO)
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ENVIRONMENT

This Forge Fedriga Environmental Policy is linked to its Integrated Corporate Policy (Quality, Safety, Environment, Energy), with the aim of specifically identifying environmental aspects not covered in detail therein. It also aims to define the following key aspects for environmental protection in relation to the activities carried out:

- a) Raise awareness within the company regarding the significant environmental aspects identified in the periodic analysis;
- b) Ensure the implementation of procedures in accordance with legislative requirements for waste management, from generation and delivery to temporary storage, up to the disposal or recovery phases for which Forge Fedriga is responsible;
- c) Constant monitoring of atmospheric emissions and water resources, discharges, and consumption of well water, and their compliance with the parameters defined in applicable laws;
- d) Ensure compliance with the requirements of the company by regulatory bodies such as the Region, Province, Area Office, Municipality, etc.
- e) Develop an effective, functional, and continuously improved environmental management system in accordance with UNI EN ISO 14001;
- f) Ensure adequate training for those involved in environmental-related activities, identifying the necessary skills and ensuring sufficient autonomy and sensitivity in carrying out related work activities;
- g) Verify the correct implementation of the activities set out in specific procedures through periodic internal audits;
- h) Ensure maximum transparency and availability to regulatory bodies that may perform audits at Forge Fedriga to maintain UNI EN ISO 14001 certification and verify compliance with applicable laws and regulations;
- i) Define indicators that provide a structural framework for the company's environmental performance, along with related objectives, and subject these indicators to systematic monitoring and control.

All of the above is achieved by involving and informing General Management about the company's environmental performance.

In this policy, the company's management has defined its MISSION and Environmental VISION:

MISSION

Forge Fedriga's MISSION is to increase the environmental awareness of its employees through the following steps:

- Identifying the mandatory and non-mandatory requirements of stakeholders and customers;
- Establishing clear and unambiguous rules to comply with the requirements;
- Defining the skills needed and how to achieve them to ensure that activities are conducted in a responsible and regulatory-compliant manner.

VISION

Forge Fedriga's VISION is to develop an effective environmental management model, developing its business while maintaining adequate attention to environmental aspects.

Issued by: Marco Monzani (IQSA)	Verified by: Alessandro Furloni (RQSA)	Approved by: Stefano Fedriga (CEO)
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HEALTH AND SAFETY

Promoting employee health and maintaining workplace safety contribute to the growth of the organization and corporate culture, proving to be essential objectives to be pursued on a par with financial and management goals.

This policy therefore has the noble purpose of defining all aspects that contribute to the implementation and maintenance of good workplace health and safety practices, in relation to the intra-company activities of the processing sector. These are:

- a) The assessment of all risks present in the workplace, identified through on-site inspections, timely monitoring by managers, and the detection of unsafe conditions and acts and incidents defined as near misses. These are the most effective tools for improving working conditions and making workplace departments increasingly healthier and safer, in order to prevent accidents and occupational diseases.
- b) Planning immediate action following any accident and/or near-accident, which must be analyzed in detail to identify all primary and secondary causes that led to it, so that an action plan can be developed to prevent a recurrence. The goal is "zero accidents."
- c) Legislative compliance, to be monitored through all interested parties and the IT tools available on the market. The evolution of laws, regulations, and standards regarding health and safety is complex and dynamic, but at the same time essential to ensuring that the organization carries out its activities in strict compliance with mandatory legal obligations.
- d) Planning and conducting internal and external audits conducted by inspection bodies and/or clients, considered a tool for effective corporate growth that ensures continuous monitoring of the pursuit of the safety objectives promoted by senior management. Organizing meetings between senior management and company supervisors ensures timely updates on the content of the actions undertaken.
- e) Promoting meetings, gatherings, and communications to encourage participation and consultation among workers and their Representatives, so that everyone is always clear about the objectives and responsibilities regarding occupational health and safety.
- f) Identifying any immediate and future effects that Forge Fedriga's steelmaking operations may have on workers' health, supplementing mandatory health surveillance with any specialized medical examinations and further assessments.

The above is achieved with the involvement of General Management, which is committed to:

- Eliminating accidents and/or occupational diseases and reducing their severity;
- Strictly complying with all OSH laws and regulations;
- Minimizing the residual risk index;
- Creating healthy and safe workplaces
- Continuously improving the performance of its Management System

Issued by: Daiana Ducoli (IQSA&RSPP)	Verified by: Germano Pini (DDL)	Approved by: Stefano Fedriga (CEO)
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ENERGY

Forge Fedriga's Management establishes, implements, and maintains this Energy Policy, in compliance with the requirements of Section 5.2 of the ISO 50001 ed. 2018 Amd 1:2024 standard, with the aim of continuously improving energy performance and contributing to climate change mitigation.

This Policy is part of the "Integrated Corporate Policy" (Quality, Safety, Environment, Energy), with the aim of specifically identifying aspects related to energy management that are not otherwise addressed in detail.

It therefore aims to better define and clarify the following aspects:

- a) The Energy Policy is designed to be consistent with the nature, scale, and complexity of Forge Fedriga's activities, as well as with the internal and external context, risks, and opportunities that may influence energy performance. We consider the needs and expectations of stakeholders, regulatory developments, the energy market, and related environmental impacts.
- b) This Policy is the primary reference for defining and reviewing energy objectives and targets, which are established taking into account the baseline, key performance indicators (EnPI), monitoring results, and the company's strategic priorities.
- c) The objectives are approved by Management, disseminated to all levels, and monitored over time to ensure consistency with the Policy, the effectiveness of the actions undertaken, and a concrete contribution to continuous improvement and the reduction of greenhouse gas emissions, in line with the commitments of AMD 1:2024.
- d) The Organization ensures full compliance with all legal, regulatory, and contractual requirements pertaining to energy use, consumption, procurement, and performance. It periodically verifies regulatory compliance and maintains an updated identification and assessment system.
- e) Forge Fedriga is committed to continuously and measurably improving its energy performance, including process efficiency, rational use of resources, plant optimization, and the energy-conscious behavior of its personnel. This commitment translates into: systematic analysis of consumption data, planning of technical and management interventions to reduce waste, and the valorization of technological innovation and renewable energy sources.
- f) Forge Fedriga integrates energy efficiency and sustainability principles into its procurement processes. Each purchase is also assessed based on its impact on energy consumption and efficiency throughout its life cycle.
- g) Forge Fedriga's Energy Policy supports the design processes during the preparation of requests for new facilities or modifications, adopting technical and organizational solutions that reduce energy needs and support the transition to renewable and low-emission sources, consistent with the circular economy and climate resilience principles of AMD 1:2024.

Issued by: Luca Cotti Piccinelli (IQSA)	Verified by: Alessandro Furloni (RQSA)	Approved by: Stefano Fedriga (CEO)
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