

## THE POLICY OF DONALAM S.R.L. ON OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT

Donalam SRL, member of AFV Beltrame Group, has as main activity the manufacture of basic iron and steel and of ferro-alloys.

According to the strategic direction, in 2024, the top management assumes full responsibility to ensure all the material and human resources necessary to maintain the environmental management systems according to SR EN ISO 14001: 2015 and the Occupational health and safety management systems according to SR ISO 45001: 2018, as well as continuous improvement, through appropriate policies to the context of the organization, through the following strategic objectives:

- Protecting the environment by reducing the significant impact on the environment resulting from significant environmental aspects in those specific stages of the life cycle of laminates, which are under the control of the organization and preventing pollution by addressing environmental risks and opportunities identified, to ensure a sustainable development.
- Prevention of work-related injuries and illnesses and reducing the severity and probability of such events by addressing the identified OHS risks and opportunities, to ensure safe and healthy workplaces.
- Compliance with legal obligations and other compliance obligations to which the organization has subscribed regarding the environment, health and safety at work.
- Consultation and participation of stakeholders (workers, customers, contractors, suppliers, organizations, institutions, citizens, neighborhoods) in issues and expectations related to the environment, occupational health and safety.
- Continuous improvement of environmental, health and safety performance.

DONALAM is strongly and constantly involved to promoting and strengthening a EHS culture. It aims to increase awareness of people about preventing activities in the EHS domain that can help reducing the number of cases related to injuries, due to events at work and reducing the environmental impact.

Top management DONALAM SRL declares his decision to apply the policy with responsibility, transparency, and effectiveness, ensuring the administrative and organizational conditions to allow the active participation of each employee no matter what are their positions in the organization.

This policy can be subject to annual review to ensure it's suitability with the activities performed and the organizational context. It will be distributed to the interested parties by publication on the AFV Beltrame group website and it will be distributed by email to stakeholder upon request.

Date: 09.01.2024

Director  