



SESA GROUP SOCIAL RESPONSIBILITY POLICY

We are founded on ethical principles and we promote the values of quality of life respecting the environment and human beings. We have decided to highlight our ethical and social commitment by applying the SA8000 standard and developing a Social Accountability Management System. We are also committed to ensuring that all our activities are carried out in compliance with the provisions of the SA8000 standard and the national laws in force and applicable to our sector of activity, as well as the provisions contained in official international documents and their interpretations (ILO standards).

Specifically, we aim to comply with the following SA8000 requirements:

- Child labour: not exploiting or encouraging the use of child labour;
- Forced labour: not exploiting or encouraging the use of forced labour. It is forbidden to employ staff against their will and to use any form of labour under threat of punishment;
- Health and Safety: ensuring a safe and healthy workplace for all employees;
- Freedom of association and the right to collective bargaining: respect the right of workers to join and form trade unions and to collectively bargain;
- Discrimination: Do not practise discrimination of any kind. Respect for the freedom and dignity of employees;
- Working hours: work in accordance with the law and the national labour contract applied and agreements with trade unions;
- Remuneration: ensure compliance with legal minimum wage levels;
- Management system: implement, document and maintain a social responsibility management system.

Therefore, we intend to pursue the following goals:

- promote the enhancement of the human being as an absolute key player in the social context through the continuous acquisition of skills and knowledge necessary for human, cultural, educational, professional and occupational development;
- set up a system of involvement, communication and dialogue with all its stakeholders that allows them to access all the information on our activities, on the fairness and quality of our offer and on the commitments made in the framework of the Social Responsibility system, including the management of claims;
- carry out a risk assessment to identify health, safety and labour policies and practices, and prioritise the associated risks.
- carry out constant action to motivate, involve and develop the professional skills of its employees in order to ensure their well-being, safety at work and respect for their rights.

Every year, during the Management Review, we are committed to define new measurable and quantitative Social Responsibility targets, with the aim of continuously improving our performance. In this perspective, we believe that the active involvement of employees, customer and suppliers in the definition of proposals and improvement ideas, and in the implementation of the System through communication, training and awareness-raising activities on Social Responsibility issues, is essential.



Sesa also supports the fight against violence, human rights violations and environmental deterioration related to the extraction and trading of some minerals from the geographical area defined as Conflict Region. Sesa, with the aim of ensuring that products are manufactured using only Conflict Free materials and components, is committed to taking appropriate actions towards its suppliers, raising awareness of its supply chain towards responsible sourcing.

We will keep this Social Responsibility Policy available and accessible to all internal and external stakeholders who wish to read it.

If you have any concerns about the Social Responsibility Policy of Sesa Spa, please refer to:

Internal Channels: SPT (Social Performance Team): A group composed of management and workers that receives and handles reports confidentially, either via regular mail, e-mail, and/or through the company's Whistleblowing System: <https://whistleblowing.sesa.it/>

External Channels: Certification Body: DNV Business Assurance Italy Srl at the email address: feedback.italia@dnv.com or the international Accreditation Body for Social Accountability (SAAS) at the email address saas@saasaccreditation.org

Empoli (FI) - April 30, 2025

Sesa S.p.A.

This Policy and the principles described above are known and disseminated to all employees, outside the organization, and to all those who request them. A copy of the Policy is also published on the company website.