

Through this policy, the Executive Committee of PARSIDER/RIVA ACIER has decided to plan the group's strategies over the longer term based on an integrated management system that complies with the requirements of

Quality, Health / Safety, Environment, Energy and Sustainable Development.

This policy applies to all employees and outside companies working for:

ACOR, ALPA, ITON-SEINE, PARSIDER / RIVA-ACIER, SAM Montereau and SAM Neuves-Maisons.

Zero accidents and occupational illnesses

- Maintain awareness among employees about compliance with procedures,
- Analyze occupational risks, then address non-compliances to ensure safe and healthy working conditions for the prevention of work-related injuries and pathologies,
- Eliminate all situations that may be the cause of an accident or occupational illness,
- Consult and engage employees on occupational safety and health issues,
- Respect the legal and other requirements of interested parties.

Comply with stakeholder environmental requirements

- Eliminate or reduce our significant environmental impacts (emissions, waste production, resource consumption, etc.),
- Ensure that sites comply with regulatory requirements.

Develop new products and improve the performance of production tools

- Evolve the range of wire rod at SAMNM towards more noble qualities,
- Increase the production of processed products (stretched coils and welded mesh for the SAM and ACOR sites),
- Improve the quality, cost and production performance of our products.

Human Resources Management

- Have the necessary staff resources in line with needs, to ensure optimum operations in the Group's various entities,
- Improve the quality of life at work,
- Ensure the transfer of intergenerational skills through mentoring (using the apprenticeship pathway),
- Maintain employee skill level and training across the Group.

Build client loyalty

- Improve availability of client contact persons in the sales departments
- Meet client requirements in terms of quality and deadlines,
- Technical support to clients with appropriate resources.

Optimized Purchasing

- Improve production plant satisfaction with the purchasing department,
- Improve the cost of purchases by harmonizing item codes and developing detailed specifications,
- Increase the percentage of orders with suppliers who have been certified for quality, health/safety, environment, energy,
- Optimize the scrap mix, purchase the mix with respect to the products being manufactured.

Energy Efficiency Optimization

- Improve our technical definitions to incorporate relevant energy performance,
- Increase everyone's awareness to factor in energy performance when buying/investing,
- Reduce energy consumption for significant uses.

Organizing Compliance

- Monitor best practices in all trades in accordance with the ethical code.

To achieve this, Site Managers and Department Managers provide their own objectives, using quantified indicators, and report on results including during management and process reviews. General Management makes all resources available to Site Managers to guarantee the efficiency of their Quality, Health / Safety, Environment, Energy and Sustainable Development management system.

In this context, Executive Management is open to being contacted by any person or organization wishing to do so, as evidence of our firm commitment to a sustainable development strategy.

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