

**CORPORATE VISION, POLICY FOR THE
HEALTH AND SAFETY OF WORKERS, FOR
ENVIRONMENTAL MANAGEMENT, ROAD
TRAFFIC SAFETY, SOCIAL RESPONSIBILITY
AND THE PREVENTION OF CORRUPTION**

**ENSURING THE SAFETY AND HEALTH OF HIS WORKERS
AND INTERESTED THIRD PARTIES**

**ENSURING THE MANAGEMENT AND REDUCTION OF
ENVIRONMENTAL IMPACTS**

**CONTRIBUTE TO THE REDUCTION OF ROAD ACCIDENTS AND
THEIR OUTCOMES BY MANAGING COMPANY ACTIVITIES THAT
MAY HAVE IMPACT ON ROAD SAFETY**

**GUARANTEE THE COMPLIANCE AND FULFILLMENT OF SOCIAL
AND ETHICAL REQUIREMENTS IN THE MANAGEMENT OF THE
ENTIRE PRODUCTION CYCLE AND THE SUPPLIER CHAIN**

**ADOPT A FIRM APPROACH AND ABSOLUTE PROHIBITION
AGAINST ANY FORM OF CORRUPTION**

TOP MANAGEMENT

R. Fiumara

INTEGRATED SYSTEM MANAGER

P.Saracco

HEALTH AND SAFETY (ISO 45001) AND ENVIRONMENTAL (ISO 14001) POLICY

- GIVE PRIORITY TO ACCIDENT AND INJURY PREVENTION ACTIVITIES;
- ENSURE THE PARTICIPATION AND CONSULTATION OF WORKERS, DIRECTLY OR THROUGH THEIR REPRESENTATIVES;
- PROMOTE THE FULL IMPLEMENTATION OF PREVENTION AND PROTECTION MEASURES, THROUGH THE INVOLVEMENT OF PERSONNEL AND INTERESTED PARTIES;
- CONSTANTLY MONITOR THE FULL IMPLEMENTATION OF PREVENTION AND PROTECTION MEASURES;
- ENSURE ATTENTION TO ENVIRONMENTAL ASPECTS IN COMPLIANCE WITH REGULATIONS;
- ENSURE THE COMMITMENT TO COMPLY WITH APPLICABLE LEGAL REQUIREMENTS AND OTHER REQUIREMENTS;
- ENSURE COMMITMENT TO THE PREVENTION OF POLLUTION;
- CONSOLIDATE AND MAINTAIN, THROUGH A DOCUMENTED SYSTEM, THE RESULTS ACHIEVED;
- REDUCE THE ENVIRONMENTAL IMPACTS ARISING FROM ENVIRONMENTAL SIGNIFICANT ASPECTS.

ROAD SAFETY POLICY (ISO 39001)

- GIVE PRIORITY TO ACTIVITIES FOR THE PREVENTION OF ROAD ACCIDENTS DURING BUSINESS TRAVEL OR HOME-WORK TRANSFERS OF THEIR EMPLOYEES;
- PROMOTE THE FULL IMPLEMENTATION OF ROAD ACCIDENT PREVENTION AND PROTECTION MEASURES, THROUGH THE INVOLVEMENT AND AWARENESS OF GOODS TRANSPORT COMPANIES AND BUSINESS PARTNERS;
- CONTRIBUTE TO THE SAFETY OF THE ROAD AND HIGHWAY NETWORK BY DESIGNING, MANUFACTURING AND INSTALLING ROAD SAFETY BARRIERS THAT CAN REDUCE THE SEVERITY OF THE IMPACT EFFECTS ON PEOPLE;
- PROMUOVERE E VERIFICARE IL RISPETTO DEI REQUISITI ESPRESSI DALLA NORMA DI RIFERIMENTO
- PROMOTE AND VERIFY COMPLIANCE WITH THE REQUIREMENTS EXPRESSED BY SAFETY BARRIERS REFERENCE STANDARDS;
- PROMOTE THE ATTITUDE TO CORRECT BEHAVIOR IN ROAD CIRCULATION, PREVENTING AND DISINCENTIVATING RISKY BEHAVIORS.

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CORRUPTION PREVENTION POLICY (ISO37001)

- THE COMPANY ADOPTS A STRICT APPROACH AND ABSOLUTE PROHIBITION AGAINST ANY FORM OF CORRUPTION;
- THE COMPANY INTENDS TO PURSUE ANY CORRUPTIVE BEHAVIOR, REQUIRES COMPLIANCE WITH THE LAW AND UNDERTAKES TO ADOPT A MANAGEMENT SYSTEM FOR THE PREVENTION OF CORRUPTION, ALSO IN ORDER TO INCREASE THE AWARENESS OF ALL PARTIES ON THE RULES AND BEHAVIOR BE OBSERVED;
- THE COMPANY PURPOSES TO BUILD THE OPERATIONS, BEHAVIOR AND WAY OF WORKING WITH CORRECTNESS, FAIRNESS, INTEGRITY, LOYALTY AND PROFESSIONAL RULES, BOTH IN INTERNAL RELATIONS AND RELATIONS WITH EXTERNAL PARTIES, FOCUSING ON FULL COMPLIANCE WITH THE LAW AND ON OBSERVANCE OF COMPANY PROCEDURES;
- THE COMPANY REQUIRES THAT STAFF, IN CARRYING OUT THEIR ACTIVITIES, FOLLOW THE PRINCIPLES OF TRANSPARENCY, CLARITY, CORRECTNESS, INTEGRITY AND FAIRNESS;
- THE COMPANY PROHIBITS, IN BUSINESS RELATIONSHIPS, THE BEHAVIOR AND THE PRACTICES THAT MAY APPEAR ILLEGAL OR COLLUSIVE, THE PAYMENTS THAT MAY APPEAR ILLICIT, THE DIRECT OR INDIRECT SOLICITIES FOR PERSONAL AND CAREER BENEFITS FOR THEMSELVES OR OTHERS;
- THE COMPANY PROHIBITS, IN BUSINESS RELATIONSHIPS, BEHAVIOR AND PRACTICES THAT MAY ALSO APPEAR ILLEGAL OR COLLUSIVE, PAYMENTS THAT MAY APPEAR ILLEGAL, FAVORITES, SOLICITATIONS, DIRECT OR INDIRECT, OF PERSONAL AND CAREER ADVANTAGES OR FOR OTHERS;
- THE COMPANY IS COMMITTED TO CONTINUOUSLY IMPROVE ITS MANAGEMENT SYSTEM FOR THE PREVENTION OF CORRUPTION;
- THE COMPANY ENCOURAGES REPORTING OF ALLEGED PHENOMENA OF CORRUPTION THROUGH A "WHISTLEBLOWING" PROCEDURE THAT AIMS TO GUARANTEE THE CONFIDENTIALITY OF THE CONTENT, THE REPORTANT AND REPORTED IDENTITY AND THE REPORTING PERSON PROTECTION FROM ANY DISCRIMINATION OR CONSEQUENCE;
- TUBOSIDER SPA REQUESTS ITS "BUSINESS PARTNERS" TO COMPLY WITH THE LAWS IN FORCE, WITH THE COMPANY'S CODES OF ETHICS AND THIS POLICY; THE REQUEST IS BASED ON CLAUSES WHICH NON-COMPLIANCE IMPLIES THE TERMINATION OF THE CONTRACT.

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SOCIAL RESPONSIBILITY POLICY (SA 8000)

- IMPROVE THE QUALITY OF LIFE AND THE WELL-BEING OF ITS EMPLOYEES AND OF THE COMMUNITIES IN WHICH IT WORKS BY TAKING INTO ACCOUNT IN ITS ORGANIZATIONAL AND EXPANSION STRATEGIES THE SOCIAL, ENVIRONMENTAL AND ECONOMIC IMPACTS ARISING FROM ITS ACTIVITY
- DO NOT USE OR SUPPORT UNDER ANY CIRCUMSTANCES, DIRECT OR INDIRECT, CHILD LABOR AND COMPULSORY LABOR;
- DO NOT OPERATE DISCRIMINATION, CORPORAL PUNISHMENT, PHYSICAL, MENTAL COERCIONS OR VERBAL ABUSE AGAINST THEIR WORKERS;
- QUALIFY ALL SUPPLIERS OF PRODUCTS OR SERVICES IN LINE WITH SA8000 PRINCIPLES, ENCOURAGING THEM TO ENSURE A RIGHT, SAFE AND EQUAL TREATMENT OF ALL THEIR EMPLOYEES ACCORDING TO SA8000 PRINCIPLES;
- LISTEN TO ALL THE COMPANY'S INTERLOCUTORS, THROUGH COMMUNICATION AND DIALOGUE SYSTEMS THAT ALLOW THE DETECTION OF REASONABLE EXPECTATIONS AND ALLOW THEIR SATISFACTION;
- SPREAD THE KNOWLEDGE AND PRACTICES OF SOCIAL RESPONSIBILITY THROUGH INTERNAL TRAINING ACTIVITIES, AWARENESS OF OUR CUSTOMERS AND SUPPLIERS;
- ADOPT ADMINISTRATIVE METHODOLOGIES THAT PREVENT INCORRECT AND LEGALLY PERSECUTABLE BEHAVIORS, WHICH CAUSES DAMAGE TO INDIVIDUALS AND TO THE COMMUNITY OR WHICH ARE AN OBSTACLE TO THE DEVELOPMENT OF OTHER ORGANIZATIONS;
- GUARANTEE COMPLIANCE WITH NATIONAL AND INTERNATIONAL RULES REGARDING LABOR PROTECTION, HEALTH AND SAFETY, NATIONAL COLLECTIVE LABOR CONTRACTS, AS WELL AS THE APPLICATION OF THE PRINCIPLES CONTAINED IN ITS OWN CODE OF ETHICS AND CORPORATE CODE OF CONDUCT.

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