Mission and Health, Safety and Environment (HSE) Policy

Metalcam is committed to being a benchmark in the field of production, forging, and processing of high-quality steels, offering reliable and sustainable solutions for both national and international markets.
We believe our success lies in the value of people, the transparency of our actions, and the ability to combine tradition with innovation. We operate with integrity, responsibility, and a spirit of collaboration, placing our customers, employees, partners, and the local community at the center of our actions.
We promote continuous innovation in our processes and products by investing in the development of skills and the adoption of advanced technologies to meet the challenges of a constantly evolving global market. We are determined to blend industrial tradition with a future-oriented vision, aiming to be a solid, resilient company and a leader in the transition towards a more efficient and sustainable industry.
The company has embarked on a commendable certification process in accordance with the UNI EN ISO 14001 standard.

The General Management defines the following policy, committing the entire organization to pursue the following objectives with determination and systematic approach:

- **Compliance and Responsibility**: Ensure compliance with national and EU binding regulations, constantly updating the HSE Management System to regulatory developments and international standards.

- **Risk Prevention**: assess, control, and reduce health and safety risks for workers through preventive analyses, emergency plans, and regular monitoring. Furthermore, identify and mitigate environmental risks related to production processes by promoting responsible resource management.

- **Training and Safety Culture and the Environment**: Ensure continuous training, information, and instruction of personnel in safety and environmental matters, encouraging active participation of workers in the definition and revision of operational safety practices.

- **Environmental Sustainability**: Adopting environmentally friendly technologies to prevent pollution and optimize the production cycle: by promoting energy conservation, separate waste collection, the reduction of CO_2 emissions, and material recycling, and by investing in modern, energy-efficient facilities. Examples include the gradual replacement of all neon lights with current LED lights, and the gradual replacement of obsolete material-handling carts with more efficient and less polluting ones. Prioritizing the diversion of generated waste toward recovery rather than disposal.

- **Communication and Transparency**: Disseminate this policy clearly and accessibly at all levels of the organization, promoting a culture of safety and sustainability as a distinctive element of the Metalcam brand.

Metalcam acknowledges that safety is not merely a goal but a pervasive mindset to be cultivated daily at all levels of the organization.

Breno, 25/09/2026

Konstantin Zaleski
Chief Executive Officer