



POLICY OF QUALITY IN THE AUTOMOTIVE INDUSTRY, ENVIRONMENT, HEALTH AND SAFETY AT WORK AND ENERGY MANAGEMENT

Our integrated health and safety at work system, environment, quality in the automotive industry and energy management system has been established according to the requirements of standards SR EN ISO 45001:2018, SR EN ISO 14001:2015, SR EN ISO 9001:2015, IATF 16949:2016 and SR EN ISO 50001:2019.

The policy approved by S.C. ERDEMIR ROMANIA S.R.L. is in line with the purpose and organizational context and supports its strategic direction of development.

Our policy on Integrated Occupational Health, Safety, Environment, Quality in the automotive industry and Energy is based on a process-based approach, providing the right resources to meet our goals, continuously improving systems and performance, increasing awareness of all our employees, and giving them the opportunity to show their leadership abilities within their responsibilities.

The principles and strategic elements by which the Integrated Policy of S.C. ERDEMIR ROMANIA S.R.L. an organization specialized in the production of cold rolled electrical steel sheets and strips, aim at:

Occupational Health and Safety

- We consider it one of our fundamental responsibilities to ensure that our employees work in a healthy and safe environment. The company's priority is to produce steel in safe and healthy working conditions for the prevention of work-related injuries and illnesses, which are adequate to the purpose of the technological process and the context of the organization, as well as the specific nature of its OSH risks and opportunities.
- Elimination or minimization of risks for all staff, including contractors and visitors, by ensuring a modern work environment, by using technical and administrative controls, including training and by using appropriate personal protective equipment, with a low level of risk from a Occupational Health and Safety activities point of view;
- Decision-making based on facts and in accordance with the requirements of the legislation and regulations in force, as well as other requirements that the company has adopted regarding Occupational Health and Safety;
- Support and continuous improvement of the occupational health and safety management system through awareness, training and motivation of all staff at all levels to encourage active involvement in professional development and knowledge of individual occupational health and safety requirements;

Environment

- We see responsible production as an unalterable basic requirement. We focus on reducing our environmental impacts, especially those caused by climate change, playing a role in the transition to a green circular economy, and implementing pioneering practices to ensure the best performance in occupational health and safety.
- Considering all environmental risks caused by climate change, we continue our activities with a sense of responsibility that considers not only the present but also the future. We are working to give a better direction to our future and to provide added value to our country. We believe that a circular economy, where resources are used more efficiently and all materials are recycled into the production process, is the key to a better future for all of us.
- Protecting the environment, through refurbishment (modernization), where possible, through pollution prevention and control, resource, material, and waste management, in the spirit of sustainable development;
- Reduce the amount of waste resulting from our own activities and the efficient and ecologic recovery of waste;
- Ensure compliance with the legal requirements in force, with other existing regulations, with the standards and other requirements applicable to our field of activity and the generated environmental aspects;
- Encouraging all staff to contribute to environmental protection.
- We consider the environmental responsibility as one of the basic premises of a correct collaboration with all customers, partners and third parties, regarding the purpose of the organization.

Quality

- The satisfaction of our customers dictates our actions;
- Maintaining and improving the integrated quality management system;
- Increasing customer satisfaction by understanding their needs and expectations;
- Developing new products by increasing innovation culture and increasing revenue;
- Minimizing losses through appropriate use of resources;
- Creating mutually beneficial relationships with our suppliers, soliciting them and encouraging them to increase the quality, environmental and product risk;
- Periodic evaluation of policy, objectives and management programs, for the purpose of continuous improvement and improvement, making the necessary corrections whenever needed;
- Continuous growth of competitiveness through continuous and efficient improvement and development of cost-effective projects and improvements in all our processes;
- Quality is a factor of constant competitiveness, so we have focused our efforts on preventing defects, rather than detecting them.

Energy

- While contributing to the protection of natural resources and the environment through efforts for the efficient use of energy, we also gain competitive advantage. Recognizing the importance of renewable energy, we also prioritize efforts to generate energy from renewable energy sources.
- Establish energy targets and targets that are communicated, analysed, and reviewed at the foreseen deadlines and identify opportunities for reducing energy consumption, efficient use of energy sources and energy efficiency of processes.
- Supporting and continuously improving the efficiency of the energy management system and thereby continuously improving energy performance by encouraging dialogue with all stakeholders in energy management issues.
- Permanent compliance with the applicable legal requirements and other requirements the organization has subscribed to regarding energy use, energy consumption and energy efficiency;
- Supporting the purchase of efficient and adequately designed energy products and services to achieve improved energy performance.
- Minimizing energy losses through systematic measurement and monitoring.

As part of the group **OYAK Mining and Metallurgy**, we act responsibly in our professional activities. In addition to legal obligations, we act with care towards our clients, employees, shareholders, suppliers, partners, competitors, society and humanity to fulfil our responsibilities listed below:

- we do not use or favour the work of minors under 18 years of age;
- we guarantee a healthful and safe job, taking measures to prevent incidents and accidents;
- we do not hire or support the use of forced or compulsory labour;
- we do not engage or support trafficking in human beings.
- we respect privacy and take seriously data protection, security and compliance with privacy and privacy laws.

The integrated management of occupational health and safety, environment, quality in the automotive industry and energy policy is documented and communicated at all levels of the organization and is regularly reviewed and updated if necessary.

All managers are directly responsible for communicating to employees the importance of meeting the objectives of the integrated management system for compliance with this Policy, implementing this Policy and other relevant documents in their areas of responsibility.

It is the responsibility of each employee of S.C. ERDEMIR ROMANIA S.R.L. to adhere to this Policy, to know and to apply the related procedures.

As members of the ERDEMIR and OYAK family, we are all committed to adopting and maintaining the above principles in the conduct of our work.

MANAGEMENT