

## Gonvarri Industries Sustainability Policy

Gonvarri Industries aspires to be the market leader in the flat steel manufacturing industry, in a profitable and sustainable manner, at the cutting edge of technological innovation.

Gonvarri, a sustainable, strong and environmentally responsible company, is in line with the **Sustainable Development Goals**, our stakeholders' expectations and committed to complying with the most demanding quality, environmental and safety standards. Likewise, our company is a member of the United Nations Global Compact, firmly supporting the fulfilment of its **10 Universal Principles**.

Gonvarri's **mission** is to improve the efficiency and results of our clients through innovative and sustainable metal solutions, from a highly collaborative global organization, in line with our philosophy of "Doing well by doing Good - Doing well by doing Gonvarri".

This **Policy** aims to establish a global framework of reference for Gonvarri to reinforce actions, initiatives and best practices in all the countries in which it operates, in accordance with the following commitments:

 <p><b>SDG 3</b></p> <p>Promoting a good working environment and caring for the <b>Health &amp; Safety</b> of all professionals working directly or indirectly in our premises, as well as helping to improve their quality of life. Gonvarri is particularly committed to <b>SDG 3.6</b>: Moving forward in the commitment to lessen and minimize the impact of traffic accidents, through the <b>Emotional Driving</b> project.</p>	 <p><b>SDG 4</b></p> <p>Develop measures for the promotion and retention of talent, under a favourable framework of labour relations based on equal opportunities, remuneration in accordance with undertaken responsibilities and support for <b>personal and professional development</b>.</p>	 <p><b>SDG 5</b></p> <p>Development of <b>equality plans</b> in the countries where we are present, taking into account the existing local regulations.</p>	
 <p><b>SDG 7</b></p> <p>Contribute to the <b>generation of and access to renewable energy</b> through our solar energy industrial component manufacturing.</p>	 <p><b>SDG 8</b></p> <p>Hold a responsible and ongoing dialogue with our stakeholders, contributing to the <b>creation of long-term value</b> for the company, its customers, suppliers and the communities in which it is present, as well as any other key players of particular relevance to the organization.</p>	 <p><b>SDG 9</b></p> <p>Achieving excellence by means of <b>innovation, digitalization and continuous improvement</b> in our products and processes.</p>	 <p><b>SDG 10</b></p> <p>Protect, respect, promote, and fulfill <b>human rights</b> in all our activities and in any part of the world, as well as to establish mechanisms to reinforce this commitment and to ensure its compliance where circumstances so advise.</p>
 <p><b>SDG 12</b></p> <p>Align and integrate Gonvarri Industries' responsibility and sustainability commitments into <b>supply chain</b> management.</p>	 <p><b>SDG 13</b></p> <p>Contributing to the fight against climate change through a roadmap that will allow us to move towards a <b>carbon-neutral</b> future by 2030/2050.</p>	 <p><b>SDG 15</b></p> <p>Protect our forests and biodiversity through reforestation projects.</p>	
 <p><b>SDG 16</b></p> <p>Promote best practices in <b>Corporate Governance</b>, giving priority to transparency, risk management and the fight against corruption through the <b>Code of Ethics and Conduct</b> and our consultation and reporting channels.</p> <p>Comply with applicable local <b>legislation</b> by adopting, where necessary, the additional commitments and standards acknowledged for appropriate action in all countries.</p>	 <p><b>SDG 17</b></p> <p>Cooperate closely with our <b>customers</b> to meet their needs, always offering a quality service.</p> <p>Take part in <b>social action</b> initiatives and projects aligned with our business and corporate culture, effectively contributing to social well-being.</p>		

This is a dynamic policy adapted to the changing situations of the environment and the markets in which Gonvarri operates. Therefore, improvement objectives are periodically established through our **Drive Management Model**.