

## Environmental management 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Compliance with legal requirements	Rate of compliance with legal requirements	100%	Annual	Assessment of environmental regulatory compliance
2	Handling environmental complaints	Environmental complaint processing rate	100%	Annual	Establishment of a procedure for handling environmental complaints

## Atmospheric and greenhouse gas (GHG) emissions 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Regulatory compliance in atmospheric emissions including GHGs	Result of atmospheric emissions analysis < regulatory limits	100%	Annual	Measurement of current atmospheric emissions and identification of main sources

## Waste management 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Ensures proper waste management in accordance with legal requirements	Number of types of waste disposed of by an approved collector during the year	29	Annual	Implement regular monitoring of environmental laws and regulations.
2	Waste recovery	Internal recovery of ferrous waste	100%	Annual	Identification of hazardous waste
		External waste recovery rate	> 80%	Annual	Implement regular monitoring of environmental laws and regulations. Implementation of internal procedures for the management of hazardous waste.
3	Increase the rate of staff awareness of waste management	Rate of staff aware of waste management	> 35%	Annual	Launch of awareness programs on good waste management practices to minimize potential damage to the environment.

## Energy consumption 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Control of energy consumption	Electric energy consumption rate compared to previous year	100%	Annual	Assessment of current energy consumption and identification of areas for improvement ISO 50001 certification plan
		Natural gas consumption rate compared to previous year	100%	Annual	

## Water management 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Reduction Water Consumption	Reduce water consumption rate (RM1,2,3-SMP1-2 - WRM)	10%	Annual	Assessment of current resource consumption and identification of areas for improvement
		Reduce DRI water consumption rate	10%	Annual	
		Reduce the water consumption rate of PELLETS	10%	Annual	
		Reduce the rate of water consumption	10%	Annual	

## Biodiversity and Ecotoxicity 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Regulatory compliance for hazardous air pollutants (ecotoxicity)	Rate of compliance with legal requirements	100%	Annual	Compliance with the chimney filter replacement schedule.
2	Improve biodiversity	Planting of locally sourced trees around the site.	200 trees/02 km	Annual	Establish a special budget for planting trees and revegetating areas.

### Human Resources 2024

No	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Maintain recruited staff (Turnover)	maintain a high employee retention rate of at least	80%	Annual	Conduct an in-depth analysis of why employees leave the company.
2	Skills assessment	Annual assessment completion rate	100%	Annual	
3	Worker complaints	Minimize the number of complaints (HR) < 2% compared to all employees Complaints / Month	<2%	Monthly	Establish a mechanism to handle employee complaints

### Training 2024

No	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Implementation of the annual professional training plan for employees	Completion rate of the annual training plan	≥85%	Annual	Provide professional development opportunities Training and development budget
2	Effectiveness of training measures	Effectiveness rate of training measures	≥95%	Annual	
3	Participation rate in training programs	Participation rate in annual training programs	≥85%	Annual	

### Health and Safety at work 2024

No	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Comply with legal requirements regarding health and safety at work	Number of legal compliances maintained	100%	Annual	Implement legal and regulatory monitoring
2	Promote worker health and safety	Reduce the rate of workplace accidents Number of fatal accidents	25% 0	Annual Annual	Establish an OHS management program
3	Carrying out the first periodic medical examination to monitor the health of workers	Rate of medical check-up carried out	100%	Annual	
4	Carrying out the second periodic medical examination to monitor the health of highly exposed workers	Rate of medical examination carried out	80%	Annual	Implement a specific medical monitoring program for all workers most exposed to occupational risks
5	Train workers on hazards and applied control measures	Number of employees trained in security measures	10 hours/worker	Annual	Organize training sessions to make employees aware of dangers and safety measures.

### Human Rights Objectives 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Compliance with labor relations regulations	Number of labor relations regulatory compliance deviations noted or reported	0	Annual	Establish internal mechanisms to prevent regulatory compliance deviations from labor relations
2	Promote equality and human rights within our organization by eliminating human rights gaps	Number of human rights violations observed or reported.	0	Annual	
3	Preventing cases of discrimination	Total number of cases of discrimination observed or reported	0	Annual	Establish clear policies and internal mechanisms to prevent and address human rights gaps (discrimination, fair pay, child labor, etc.)
4	Handling complaints related to discrimination	Handling complaints related to discrimination	100%	Annual	
5	Guarantee a fair salary	Zero 0 complaints related to unfair pay observed or reported	0	Annual	
6	Handling complaints related to unfair salaries	Handling complaints related to unfair salaries	100%	Annual	
7	Preventing child labor	Number of recruitments of minors carried out	0	Annual	Implement a policy prohibiting the recruitment of minors.
8	Taking into account the well-being and mental health of our employees	Number of wellness and mental health support programs	> Number of programs compared to the previous year	Annual	Implement support programs and initiatives to promote employee well-being and mental health.

### Objectives on initiatives and social responsibility for 2024

No	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Increase community engagement by organizing initiatives.	Number of community initiatives organized.	>10	Annual	Identify the needs and problems of the local community

### Ethical practices 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Reduce the number of grievances and complaints related to: corruption, bribery and any unethical acts (unfair practices, conflicts of interest and gifts, etc.)	Corruption-related complaints	0	Annual	Establish a mechanism to handle complaints from all stakeholders
		Bribery related complaints	0	Annual	
		Complaints related to unethical acts (unfair practices, conflicts of interest and gifts, etc.)	0	Annual	

### Economic Objectives 2024

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Increase in the number of local suppliers	The number of local suppliers has increased	2023/2024	Annual	Conduct consultations with potential local suppliers
2	Regulatory Compliance	Conformity assessment report	2024	Annual	Implement regulatory compliance procedures
3	Increase in local employment	Number of local employees	> 60%	Annual	Collaborate with local authorities to promote job creation
4	Offer quality products	Customer satisfaction rate	85%	Annual	Regularly evaluate customer satisfaction.
		Rate of resolved customer complaints	100%	Monthly	Establish a clear procedure for the rapid and efficient handling of customer complaints.
		Rate of compliance with quality standards	100%	Annual	Implement an effective quality control process

### Responsible Sourcing 2024 Objectives

No.	Objectives	Indicators	Targets	Frequency	Appropriate actions to achieve the objectives
1	Promote ethical practices with suppliers	Rate of suppliers evaluated according to ethical criteria	100%	Annual	Establish a supplier evaluation process according to ethical criteria
2	Evaluation of raw material suppliers on the criteria for obtaining the ISO 9001-14001-45001 certificate	Number of suppliers assessed ISO 9001-14001-45001	100%	Annual	Certification of certain suppliers ISO 9001-14001-45001
3	Processing supplier complaints	Number of complaints processed	100%	Annual	Reduction in the number of supplier complaints
4	Compliance with laws and regulations in force	Reduce the number of offenses identified	0	Annual	Implementation of corrective measures to comply with laws and regulations

Updated on 13.06.2024