

The background features a vertical split down the center. The left side is a gradient of various shades of green, from light to dark, with wavy, overlapping horizontal bands. The right side is a gradient of various shades of yellow and lime green, also with wavy, overlapping horizontal bands. A white horizontal band runs across the middle of the page, containing the company name and subtitle.

**SILVAL**

*Integrated Company Policy*



# INTEGRATED COMPANY POLICY

Model 231 – Adopted since December 2025

**YEAR OF VALIDITY 2026**



## **VISION**

We aim to be a model of an innovative, sustainable, and solid company, capable of excelling through a diverse range of skills. Our ambition is to generate trust, well-being, integration with the local community, and to inspire a sense of pride and belonging among our collaborators.

## **MISSION**

Our mission is to produce aluminium by recovering goods that have reached the end of their life cycle, giving them new value. We are committed to operating with minimal energy consumption and promoting circular processes that respect the environment, people, and territory, supporting sustainable development.

To concretize the above, in 2026 the General Management aims to promote, develop, and support the following specific activities:

1. Ensure full compliance with all applicable laws and with any other requirements the company voluntarily chooses to adopt in the fields of quality, environment, energy, and health and safety, while always upholding human rights, workers' rights, and environmental protection.
2. Maintain and improve a Health and Safety Management System in accordance with ISO 45001:2018, an Environmental Management System in compliance with ISO 14001:2015, an Energy Management System in line with ISO 50001:2018, and a Quality Management System that ensures compliance with ISO 9001:2015 and the IATF 16949:2016 standard throughout its processes, as a tool for continuous improvement.
3. Contribute to promoting the sustainability of the aluminium industry along the entire value chain by obtaining the ASI Performance Standard certification within the next two years, as proof of the company's commitment to social, environmental, and ethical standards that ensure the implementation of a chain of custody from raw material sourcing to alloy production.
4. Continue conducting analyses that consider the entire life cycle of a product, adopting the best technological, plant, and management solutions to reduce the environmental impacts associated with our production (certifying its sustainability according to ISO 14025 and ISO 14064-1), and act along the aluminium supply chain by prioritizing low environmental impact solutions. This will contribute to the definition of an energy strategy aimed at Climate Neutrality.

5. Keep personnel knowledge, training, and information up to date on environmental protection, optimization of production and logistics processes with a view to continuous improvement, customer satisfaction, and the reduction of energy consumption and greenhouse gas emissions. Additionally, ensure ongoing training on workplace health and safety, including through alternative methods such as experiential and emotional training, with particular attention to risks related to internal traffic and human-machine interaction.
6. Improve the implementation of the scientific protocol for safety management known as BBS – Behaviour Based Safety, adopted since 2025, which focuses on individual behaviours and uses participatory methodologies to reduce workplace accidents by minimizing or eliminating unsafe actions and behaviours.
7. Give value to the analysis of near misses, both related to safety and environmental aspects, in order to raise employee awareness of the importance of preventive actions, implementing all necessary measures to prevent such events from recurring in the future.
8. Commit to implementing the general protection measures set out in Article 15 of Legislative Decree 81/2008, in particular by optimizing prevention and protection actions to minimize health and safety risks in the workplace and thereby prevent accidents and occupational diseases. Special attention shall be given to risks related to internal traffic, residual energy, departmental emergency management, and confined spaces, while also committing to the implementation of the improvement measures defined in the Risk Assessment Document.
9. Continue reporting on the initiatives undertaken through the sustainability report, in compliance with the requirements of the new European CSRD Directive.
10. Constantly analyse and assess the protection of water resources, waste management, and air quality monitoring, not only in terms of compliance with regulatory requirements, but also with a view to continuously improving environmental performance, with particular attention to the efficiency of emission treatment systems.
11. Identify and invest in systems for autonomous energy generation, including through the use of internal and external resources, in order to minimize energy demand from fossil sources.
12. Monitor and reduce specific consumption by adopting the best commercial, managerial, plant, and technologically innovative solutions available on the market to improve energy performance and the

environmental sustainability of the production process.

13. Apply management methods and procedures for conducting the personnel training phase, making this important activity more effective, better formalized, and further enhancing the role of the supervisor as trainer and evaluator.
14. Satisfy Silval's customers by meeting both implicit and explicit requirements, including prompt handling of complaints and returns.
15. Provide Silval's customers with expertise, experience, tools, and laboratories to support their personnel during product development and the selection of the most suitable and high-performing alloy.

*This Policy is communicated to all employees and all persons working on behalf of Silval S.p.A.*

*The principles and values of Silval S.p.A. are published on the company website, making them available to all internal and external stakeholders.*

*The General Technical Management assumes responsibility for the Quality, Environment, Safety, and Energy Management System, promoting its application, improvement, and development, and ensures that its contents are disseminated, understood, and shared throughout the entire company structure.*

Vobarno, 17 March 2026

*The Management of Silval S.p.A.*



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