
Social Responsibility Policy

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Introduction

The policy of Growermetal presupposes the commitment of all those who work in the company to assume a behavior based on principles of loyalty, integrity, honesty, rigor, professional expertise and transparency, as well as compliance with the applicable laws and regulations, the market rules, the guiding principles of fair competition, the respect of the legitimate interests and expectations of customers, property, suppliers, partners and anyone in contact with the company's activity.

For this reason, Growermetal has decided to proceed with the adoption of the present document, which brings together the key principles that represent the base for the operational conduct of all the parties involved.

GROWERMETAL's CSR Principles

1. Quality and Safety

- Providing products and services that meet customer needs
- Ensuring the quality of products and services
- Ensuring the safety of products and services.

2. Human Rights and Labor

- Strive to avoid discrimination
- Respecting human rights
- Prohibiting child labor
- Prohibiting forced labor
- Compliance with the law of remuneration
- Compliance with the law of working hours
- Practicing dialogue and consultation with employees
- Ensuring a safe and healthy working environment

3. Environment

- Implement environmental management
- Reducing greenhouse gas emissions
- Preventing air, water and soil pollution
- Saving energy and resources
- Reducing waste
- Managing chemical substances
- Conservation of Eco system

4. Compliance

- Compliance with the laws and in particular, competition laws and export laws
- Preventing corruption
- Managing and protecting confidential information
- Protecting intellectual property

5. Information disclosure

- Disclosing information to stakeholders

1) Quality and Safety

Providing products and services that meet customer needs

Identify customer needs to develop and provide effective products and provide products that save energy, save resources or limit their impact on the environment.

Ensuring the quality of products and services

Establish and operate company-wide quality assurance mechanisms.

Ensuring the safety of products and services

Produce and provide products and services that meet or exceed the safety laws and regulations set by each country and region.

2) Human Rights and Labor

Discrimination

Do not discriminate in any aspect of employment (recruitment, employment, promotion, wages, dismissal, retirement, assignment of duties, disciplinary measures, etc.) on the basis of race, nationality, gender, religion, disability, age, background or any other legally prohibited reason.

Respecting human rights

Do not allow any form of harassment in the workplace on the basis of race, nationality, gender, religion, disability, age, background, position in the company, employment status or any other reason.

Prohibiting child labor

Do not permit the employment of minors who do not meet the legal minimum working age of each country and region.

Prohibiting forced labor

Do not practice forced labor. Guarantee that all labor is voluntary and that employees are free to leave their jobs.

Remuneration

Comply with the laws of each country and region regarding minimum wages, overtime, wage deductions, performance-based pay and other remuneration.

Working hours

Comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time.

Dialogue and consultation with employees

Sincerely undertake consultation and dialogue with employees or their representatives. Recognize employees' right to associate or not associate based on the laws of each country and region of operation.

Ensuring a safe and healthy working environment

Make the health and safety of workers the top priority and make every effort to prevent occupational accidents.

3) Environment

Environmental management

Comply with current laws and try to anticipate changes or trends in law in each country or region. Build and continuously operate and improve companywide management scheme for pursuing a wide range of environmental activities.

Reducing greenhouse gas emissions

Comply with current laws and try to anticipate changes or trends in law in each country or region. Manage greenhouse gas emissions from business activities and pursue reduction efforts. Strive to use energy effectively.

Preventing air, water and soil pollution

Comply with current laws and try to anticipate changes or trends in law in each country or region of operation regarding the prevention of air, water and soil pollution. Prevent pollution by undertaking continuous monitoring and reduction of pollutants.

Saving resources and reducing waste

Comply with the laws of each country and region regarding proper disposal and recycling of waste. Strive to reduce energy and water consumption as well as the amount of final waste disposal by using resources effectively.

Managing chemical substances

Comply with current laws and try to anticipate changes or trends in law in each country or region. Specify and safely manage chemical substances that have the potential to pollute the environment, present risks for employees and occupants of a vehicle. Do not include chemical substances prohibited by the laws of each country and region in products or use prohibited chemical substances in manufacturing processes. Record and report to the relevant authorities amounts of emissions of chemical substances designated by the laws of each country and region.

Conservation of the ecosystem

Exercise care regarding the impact of corporate activity, including raw material acquisition, on the ecosystem.

4) Compliance

Compliance with the law

Comply with the laws. Establish and operate policies, systems, codes of conduct, reporting systems and educational and other mechanisms to ensure the compliance.

Compliance with competition laws

Comply with competition laws in each country and region. Do not engage in such practices as private monopolies, improper restraint of trade (cartels, bid rigging, etc.), unfair business practices or abuse of dominant position.

Preventing corruption

Strive to forge transparent and fair relations with your suppliers and make political contributions and donations based on the laws of each country and region. Do not accept from or provide to suppliers any entertainment, gifts or money whose aim is to gain or retain improper benefits or preferential treatment.

Managing and protecting confidential information

Obtain personal information about customers, third parties and employees and confidential information on customers and third parties through proper methods. Rigorously control and protect this information and use it only within the appropriate scope and in accordance with the laws of each country and region.

Managing exports

Undertake appropriate procedures and management of exports of technologies and goods restricted by the laws and regulations of each country and region.

Protecting intellectual property

Protect intellectual property rights owned by or affiliated with your own company. Do not improperly obtain or use the intellectual property of third parties or infringe the rights of third parties.

5) Information Disclosure

Disclosing information to stakeholders

Disclose information on financial situation, results and business activities to stakeholders in a timely and appropriate manner. Strive to maintain and develop mutual understanding and relations of trust with stakeholders through open and fair communication.