

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:

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|  <p>SDG 3</p> <p>Promoting a good working environment and caring for the Health & Safety 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 SDG 3.6: Moving forward in the commitment to lessen and minimize the impact of traffic accidents, through the Emotional Driving project.</p> |  <p>SDG 4</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 personal and professional development.</p> |  <p>SDG 5</p> <p>Development of equality plans in the countries where we are present, taking into account the existing local regulations.</p> | |
|  <p>SDG 7</p> <p>Contribute to the generation of and access to renewable energy through our solar energy industrial component manufacturing.</p> |  <p>SDG 8</p> <p>Hold a responsible and ongoing dialogue with our stakeholders, contributing to the creation of long-term value 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>SDG 9</p> <p>Achieving excellence by means of innovation, digitalization and continuous improvement in our products and processes.</p> |  <p>SDG 10</p> <p>Protect, respect, promote, and fulfill human rights 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>SDG 12</p> <p>Align and integrate Gonvarri Industries' responsibility and sustainability commitments into supply chain management.</p> |  <p>SDG 13</p> <p>Contributing to the fight against climate change through a roadmap that will allow us to move towards a carbon-neutral future by 2030/2050.</p> |  <p>SDG 15</p> <p>Protect our forests and biodiversity through reforestation projects.</p> | |
|  <p>SDG 16</p> <p>Promote best practices in Corporate Governance, giving priority to transparency, risk management and the fight against corruption through the Code of Ethics and Conduct and our consultation and reporting channels.</p> <p>Comply with applicable local legislation by adopting, where necessary, the additional commitments and standards acknowledged for appropriate action in all countries.</p> |  <p>SDG 17</p> <p>Cooperate closely with our customers to meet their needs, always offering a quality service.</p> <p>Take part in social action 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**.