

## SOCIAL ACCOUNTABILITY POLICY in Aperam Stainless Services & Solutions Poland Sp. z o.o.

Aware of our responsibility to employees and shareholders, as well as customers and suppliers with whom we work, and among the communities we serve, we commit ourselves to respect the standard requirements of the SA 8000 Social Accountability and continuous improvement in its field. This is reflected in this Social Responsibility Policy, which sets the framework for our actions.

In every aspect of our business we follow the principles of social responsibility:

- We comply with all legal requirements, as well as national and international non-regulatory requirements,
- In addition, we comply with internal requirements of the Aperam Group relating to social responsibility, in particular those identified in:
  - ✓ Guidelines for Human Resources,
  - ✓ Red Rules,
  - ✓ Compliance Policy
  - ✓ Fair Play Policy,
  - ✓ Aperam Code of Ethics,
- We do not employ children below the age of 16 years and we do not use forced labor. Any forms of discrimination, we find unacceptable, and we fight them vigorously. Young workers are especially taken care of in accordance with all requirements of law and the SA 8000 standard,
- Health and safety of our employees are our highest priorities. We provide a safe working environment, equip workers with the necessary protective equipment and eliminate hazards in the work environment, all in accordance with our overarching principle "What cannot be done safely, must not be done at all".
- We provide our employees the freedom of the Associations and we support employee initiatives arising from the policy of social responsibility,
- The disciplinary practices we use are in compliance with legal requirements and standards of social responsibility, we do not use corporal punishment, physical force or verbal aggression,
- We comply with legal regulations on working time and wages and we never charge our staff for deposits in any form.

The Management Board of Aperam Stainless Services & Solutions Poland Sp. z o.o. undertake to ensure conditions and measures necessary to maintain and improve rules of Social Responsibility, as well as promote and apply, with the whole staff, this policy with due diligence, taking care that it is up-to-date and available to all interested parties.

President of the Management Board

Przemysław Zwoliński