

COMPANY POLICY

Cast S.p.A.'s President is committed by providing human, instrumental, and economic resources to pursue the goals of improving the workers' safety and health. The goals are integral part of Cast's activity as strategic commitment compared to the general goals of the company. Focus is to ensure the increasing satisfaction of the customer as a prerequisite for developing and enjoining the company's success; the goal cannot be dissociated from the environment, the rational use of natural resources and duty of social responsibility.

Cast S.p.A.'s President choose to continuously update the "Integrated Management System" for leading the company towards performance's improvement and the set targets achievement, in accordance with the system, product and process certifications already acquired and future.

Definition of Quality goals

Cast S.p.A.'s President established the following strategic objectives that must be pursued by the entire company structure for the next two years:

- 1) Understanding customers' needs (respecting contractual commitments) and converting them into requirements applicable to business processes;
- 2) Expansion of the quality's culture through appropriate information actions addressed to all staff to increase their awareness;
- 3) Operate to reduce expenses and capitalize the company;
- 4) Create efficiency inside the company to better fight the economic crisis in world markets;
- 5) Offer pre and post sales assistance to meet the technical problems of our industry, by providing to the market and to customers preventive information and innovative technological solutions for the continuous improvement of the use and safety of our products;
- 6) Maintain and consolidate the position of leaders as manufacturers of high pressure fittings;
- 7) Strengthen communication tools inside and outside the company to improve the flow of information and to ensure that the customers' needs are known and understood by all those who contribute to the creation of the Cast S.p.A.'s products/services;
- 8) Maintaining an adequate self-monitoring process of the quality management system that allows to measure the activities, to identify the problems and to neutralize them and to provide the management with suitable elements to carry out the reviews;
- 9) Pursue continuous improvement, facilitate the progressive involvement and the awareness of all staff in the application of this basic activity;
- 10) Keep the minimum net revenue \geq compared to previous year;

Definition of Environment goals

- 1) Ensure the fulfillment of all applicable environmental obligations;
- 2) Pursue the continuous improvement of all performances and the reduction of the activities environmental impact, through better management of waste and resources;
- 3) Promote the competence, the awareness and the sense of responsibility of in all employees, partners and suppliers as far as concerns the protection of the environment;
- 4) Propose creative ideas for business improvement in terms of safety and environment;

Definition of Health and Safety goals

- 1) Obligation to comply with active Legislation, Regulations and other requirements signed by the organization as regards to Health and Safety at Work;
- 2) Establish procedures for collection and resolution of reporting coming from our employees regarding security issues;
- 3) Ensure a healthy and safe workplace, realized with measures to prevent accidents and damage to health;
- 4) Ensure to all staff regular and documented training on health and safety;
- 5) Establish systems to identify, to avoid and to address potential risks to health and safety;
- 6) Promote the initiative of consultation and participation of workers, workers' representatives, managers and supervisors;
- 7) Share this policy and the objectives established by the Management to Employees, contractors and visitors.

Date
January 1st, 2021

The President of CAST S.p.A.

francesco Ronco