

## **POLICY OF SIJ METAL RAVNE d.o.o.**

In the company SIJ Metal Ravne d.o.o. tradition, superior knowledge and bold goals are given. They lead us to continually and sustainably improve our performance in the areas of quality, environment and rational use of energy.

### **Mission**

Based on tradition and high-tech knowledge, we provide our customers with top quality steels and innovative development solutions.

### **Vision**

We want to become the world's leading manufacturer of high-performance tool and specialty steels and alloys. We will achieve this through employee innovation and continuous improvement and development of processes and products.

### **Customer orientation**

SIJ Metal Ravne is a development partner and supplier to customers from various high-tech industries (tooling, energy, oil and gas, medicine, aerospace, etc.) worldwide.

Customer satisfaction is always the focus of our work. We are aware of their requirements and develop appropriate solutions for them. In this way, we give our customers an edge over their competitors.

### **Processes**

Our processes are tailored to the needs of our business activities. We monitor them with appropriate performance indicators and continually improve them. This includes seizing opportunities, identifying and managing risks, and addressing hazards in a sustainable manner.

### **Employees**

Our many years of development are based on the knowledge of generations, which is constantly being upgraded. We are aware that competent and qualified employees are the basis for our successful operation.

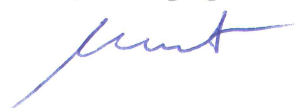
Various measures improve work safety and protect employees' health. We systematically promote healthy lifestyles and make employees aware of their own role in ensuring safety and health at work with the goal of working without incident.

### **Corporate Social Responsibility**

Acting on the principles of sustainable development and the circular economy is a key driver of our long-term strategies. We are contributing to their realization by following the following commitments:

- Strengthen collaboration with and create value for stakeholders.
- We are developing our production and products to reduce environmental impacts.
- We operate transparently, to high ethical standards and in accordance with applicable law.
- We are expanding our sustainability across the entire sales and supply chain.

Borut Urnaut, Managing Director, November 15, 2019



---