



# Management Policy

07/05/2021

The Managing Director

In order to attain its strategic objectives, reach its vision and comply with its mission, bysteel and bysteel FS had defined the following guidelines in its Management Policy, guided by the commitment to excellence in the quality of its product, while at the same time ensuring strict cost control and customer focus, safeguarding environmental sustainability and health and safety at work for everybody:

- *To meet the customer's requirements and expectations, the compliance with environmental and occupational health and safety (OHS) obligations, and the legal and statutory obligations in the several markets where bysteel and bysteel FS operate, ensuring the conformity of the products that are supplied, maximising the operating capacity and ensuring that deadlines are met.*
- *To manage the projects with accuracy and intelligence, keeping the focus on the customer's requirements and all relevant stakeholders, on the product quality and the expected financial result.*
- *To define and revise where necessary the company objectives that can be monitored and/or measured aimed at improving the Management System.*
- *To add value to the products through the constant search for greater quality and innovative and environmentally sustainable solutions.*
- *To encourage continuous training of the team, to capture and retain talents and to be known for the technical excellency of its staff.*
- *To promote the organisational alignment by implementing a new management model based on the Balanced Scorecard – BSC*
- *Protect the environment, and therefore prevent pollution, through sustainable resource use and adequate waste management.*
- *Provide safe and healthy working conditions for the prevention of work-related injuries and health problems.*
- *To promote and mitigate barriers for the active participation of workers as well as promote awareness towards the consequences of not following the defined system.*
- *To analyse and control the company's activities by taking measures that eliminate the dangers and reduce the risks to the OHS of workers*
- *To provide all the required resources for the maintenance and continuous improvement of the Management System.*
- *To strive for continuous improvement of the Management System to ensure the improvement of processes/services performances as well as environment and safety performances.*
- *Contribute to a more developed and inclusive society, and to a more sustainable planet by adopting the principles of circular economy, promoting research & development, and supporting the arts and culture.*
- *Promoting the restless and innovative spirit of our teams.*
- *Encourage innovation, creativity and disruption as working tools to support the sustained growth we aspire to.*