

# Corporate Social Responsibility (CSR) Policy

## Prologue

Corporate Social Responsibility (CSR) is a multi-faceted and complex practice for METLEN, mainly characterized by the company's conscious self-commitment to responsible entrepreneurship and continuous improvement. Moreover, it is directly related to the business operations, as it defines how the company chooses to make progress, taking solid steps, towards Sustainable Development, based on its vision, mission and values.

## The CSR philosophy at METLEN

Through CSR, METLEN expresses its continuous commitment to attaining Sustainable Development. The company perceives CSR as a fundamental factor that contributes to social and environmental risks prevention, as well as the prevention of risks related to human resources management and the company's presence in the market, contributing to the development of a climate of trust, in which the company can carry out business and innovate, creating value for all its Stakeholder groups. CSR at METLEN is a practice with significant human, environmental and social aspects going beyond legislative compliance (Law 4403/2016). It is an ongoing self-improvement and an incessant learning process aimed at increasing the company's positive impact on the greater society, in combination with the range and nature of its economic activity, while also serving as a key mechanism for renewing its "social" operating permit, also improving its competitiveness at national and international levels.

## Sustainable Development Goals (Agenda 2030)

METLEN, since 2008, is a signatory of the United Nations Global Compact (UNGC). In September 2015, the United Nations adopted 17 Sustainable Development Goals that comprise a new, universal set of objectives, goals and indicators that UN Member States are expected to use in formulating their agendas and policies up until 2030. The company's current CSR policy has been aligned with these Goals, being also used as a common basis for dialogue and cooperation with its Stakeholder groups.

## The strategic lines of METLEN CSR policy

The CSR policy of METLEN mainly derives from its business mission and is closely related to the minimization of its environmental impacts, the increase in its social effect and contribution, as well as the enhancement of the prevention/precaution principle within the context of its activities. To achieve its objectives, the company operates based on specific strategic lines, as presented in the table below:

Strategic lines of METLEN CSR policy	Sustainable Development Goals	Management Approaches
<ul style="list-style-type: none"> <li>Ensuring a working environment free of accidents and occupational diseases.</li> </ul>	3 & 8	<ul style="list-style-type: none"> <li><a href="#">Workers in the value chain</a></li> </ul>
<ul style="list-style-type: none"> <li>The continuous mitigation of environmental impacts and the climate change adaptation.</li> </ul>	6,7,12,13,14 & 15	<ul style="list-style-type: none"> <li><a href="#">Climate change</a></li> <li><a href="#">Pollution</a></li> <li><a href="#">Water and marine resources</a></li> <li><a href="#">Biodiversity and ecosystems</a></li> <li><a href="#">Resource use and circular economy</a></li> </ul>
<ul style="list-style-type: none"> <li>Maintaining regulatory compliance and constant vigilance for addressing conditions that may facilitate corruption incidents at all company levels and activities.</li> </ul>	16	<ul style="list-style-type: none"> <li><a href="#">Business conduct</a></li> </ul>
<ul style="list-style-type: none"> <li>Developing, managing and retaining dedicated human resources with practices that promote inclusion, equal opportunities and respect for human rights.</li> </ul>	4,5,8,9 & 10	<ul style="list-style-type: none"> <li><a href="#">Own workforce</a></li> <li><a href="#">Workers in the value chain</a></li> </ul>
<ul style="list-style-type: none"> <li>Systematic and honest dialogue with key Social Partner groups, with a view to preserving mutual trust and understanding more comprehensively the impact of the company's operation.</li> </ul>	17	<ul style="list-style-type: none"> <li><a href="#">The Institution of Consultation of Social Partners</a></li> </ul>
<ul style="list-style-type: none"> <li>The contribution to the development of the local infrastructures and in general to the prosperity and the respect of the rights of the citizens of the local communities that are adjacent to the company's industrial plants.</li> </ul>	8 & 11	<ul style="list-style-type: none"> <li><a href="#">Affected communities</a></li> <li><a href="#">Business conduct</a></li> </ul>
<ul style="list-style-type: none"> <li>Implementing actions of high social value, also through the development of the employees' volunteerism (related to corporate or individual initiatives) addressed to a wide range of social groups, taking into account both the current social and economic conditions, as the case may be, and the cultural priorities and challenges.</li> </ul>	1,2,3,4 & 11	<ul style="list-style-type: none"> <li><a href="#">«In Practice»: Submission Platform for social requests</a></li> </ul>
<ul style="list-style-type: none"> <li>Emphasis on the quality and safe use specifications of the company's products, as well as on the continuous support, service, and customers' satisfaction.</li> </ul>	3,12 & 16	<ul style="list-style-type: none"> <li><a href="#">Customer Privacy Management Procedures</a></li> <li><a href="#">Product Quality &amp; Safety</a></li> <li><a href="#">Management of relationships with suppliers</a></li> </ul>
<ul style="list-style-type: none"> <li>Developing responsible value chain by expanding the commitment of the company's main suppliers and associates to Sustainable Development.</li> </ul>		
<ul style="list-style-type: none"> <li>Voluntary participation in domestic business networks and international organizations and sustainable development initiatives promoting METLEN CSR goals and philosophy.</li> </ul>	17	<ul style="list-style-type: none"> <li><a href="#">Sustainable Development commitments</a></li> </ul>

## Sustainable Development Governance

The management of Sustainable Development is exercised by at senior management level at METLEN. The Sustainable Development governance system of METLEN has the following structure:

Description of METLEN Sustainable Development Governance System
<p><b>Sustainability Committee of the Board of Directors</b></p> <p>The purpose of the Committee is to assist the Board of Directors in strengthening the Company’s long-term commitment to creating value in all three pillars of Sustainable Development (economy, environment and society) and in overseeing the implementation of responsible and ethical business conduct, evaluated regularly on the basis of its results and its performance in Environmental, Social and Governance (ESG) issues. More information is available in the <a href="#">Terms of Reference of the Sustainability Committee</a>.</p>
<p><b>General Division for Corporate Governance and Sustainable Development</b></p> <p>With its crucial coordinating role, the General Division for Corporate Governance and Sustainable Development sets the short-term strategic priorities as well as the long-term overall Sustainable Development strategy of the Company. It cooperates directly with the Central Functions on sustainability issues, and is responsible for supporting all the newly established Sustainability / ESG teams in each Sector regarding Sustainable Development standards and METLEN targets</p>
<p><b>Enterprise Risk Management System</b></p> <p>The operation of METLEN’ Enterprise Risk Management System seeks to limit the likelihood and the impacts of risks and to maximize the benefit from the opportunities that are presented and are related, inter alia, to the Company’s material for Sustainable Development topics.</p>
<p><b>Business Sectors</b></p> <p>The General Divisions of the Business Sectors define the directions to their respective Sustainability / ESG teams, in cooperation with the General for Division for Corporate Governance and Sustainable Development, ensuring that the Key Performance Indicators (KPIs) are aligned with the strategic objectives of METLEN.</p>
<p><b>Consultations with Stakeholders &amp; Local Communities</b></p> <p>The institution of Consultation with Stakeholders and Local Communities is a long-established principle of METLEN’ responsible operation, contributing to greater transparency, solidifying the Company’s “social license to operate” and helping further improve its responsible entrepreneurship and sustainable development initiatives.</p>
<p><b>Codes of Conduct</b></p> <p>The following codes play an important role in the governance of Sustainable Development: (a) The METLEN “<a href="#">Code of Business Conduct</a>”, which refers to the rules of acceptable conduct regarding the conduct of the Company’s Management towards employees, the principles of professional ethics and the rules that govern the conduct of employees between themselves and towards third parties. (b) The “<a href="#">Suppliers and Business Partners Code of Conduct</a>”, which describes the Company’s minimum requirements / expectations of its supply chain actors regarding environmental, social and governance (ESG) related issues as one of the main prerequisites for the establishment of a commercial cooperation with them.</p>

June 2023