


Corporate Social Responsibility (CSR) Policy

Revision history

26.02.2024	00	New registration	LS	TN
Date	Rev.	Change/Status	By	Approved

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1. Purpose

The purpose of this Policy is to describe Promet's main action principles and commitments in relation to Corporate Social Responsibility. The Policy aims to the betterment of a sustainable society and this commitment is integrated in our core values.

2. Scope

This Policy applies to all Promet employees, external hires and anyone representing Promet.

3. Responsibilities

Managing Director

Overall HSEQ Handbook, in addition to procedures, instructions and plans related to general performance of the management system, shall be approved by the Managing Director. The organizational structure and job descriptions shall also be approved by the Managing Director.

HSEQ Advisor

HSEQ Advisor shall assist the organization with preparation of proposal of governing documents and ensure review and approval as described above. The Advisor shall also ensure that the elements in the management system are consistent and not containing contradictory responsibilities or methods.

4. Corporate Social Responsibility (CSR) Policy

Promet seeks to satisfy the expectations of its stakeholders regarding its economic, social and environmental impact, as well as aspects of corporate governance.


Basic Principles:

- Competitiveness; CSR is a source of competitiveness and innovation for Promet
- Integration; Promet's CSR actions are integrated into the company's management and culture
- Global and Transversal Approach; CSR involves the aligned management of the economic, social, environmental and corporate governance aspects of Promet, affecting all areas and people of the company

Commitments:

In accordance with the general objective and basic principles of action, Promet undertakes the following commitments:

- Market; To be an innovative and leading company in the market of our niche of machining

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- People; To treat our employees fairly and develop our people, work as a team and constantly measure results
- Customer; To seek customer satisfaction through a portfolio of ever-evolving products and services
- Supply Chain Responsibilities; To ensure and encourage suppliers' compliance with applicable laws and regulations, Promet ethical guidelines and human rights
- Reliability; To be a reliable company that meets its internal and its customers' and stakeholders' expectations and commitments
- Profit; To grow in a profitable and sustainable way
- Effective Management; To effectively manage return on investments and reward shareholders
- Continuous Improvement; To manage processes and systematically apply continuous improvement
- Occupational Health and Safety; To constantly foster a safe and pleasant workplace
- The Environment; To respect the environment and keep our environmental impact to a minimum