

Sustainable Development Policy

2026



Made in Steel S.r.l. is a company subject to the direction and coordination of Fiera Milano S.p.A., with siderweb – The steel community acting as the organizer. With this Policy, established by Top Management, Made in Steel renews and consolidates its ISO 20121 certification journey, which began in 2023. The Policy incorpo-

rates the values of the Statement of Intent and those expressed within the Fiera Milano Group Code of Ethics.

As the benchmark event for the international steel supply chain, Made in Steel takes on the responsibility of promoting sustainable development practices throughout all phases of the exhibition.

Mission and Values

Sustainability for Made in Steel is a continuous process applied to the management system at every single stage of the event: from the research of innovative solutions and the conception of new formats, to precise planning and on-site implementation, culminating in transparent reporting of results.

Made in Steel operates based on the following guiding principles:

- 1. Integrity and Governance:** We are committed to operating in compliance with legality, fairness, and loyalty, adopting rigorous measures to counter all forms of corruption. This principle guides the transparency of decision-making processes, the commitment to occupational health and safety, and the guarantee of decent working conditions, ensuring the protection of fundamental rights.
- 2. Environmental and Climate Responsibility:** We take responsibility for the environmental, social, and economic impacts generated by the exhibition, following the principle of continuous improvement to reduce them through energy efficiency, sustainable mobility, and the application of the 4Rs principles. Our goal is to maximize the positive legacy of the event, creating shared value.
- 3. Inclusivity, Equity, and Well-being:** We value people and promote an environment based on equity and respect for diversity. We are committed to ensuring physical and digital accessibility, protecting health and safety, and integrating stakeholder needs and expectations into our processes, promoting fair and inclusive participation.
- 4. Innovation and Transparency:** We base our activities on dematerialization, clarity, and the reliability of information. We constantly monitor our performance and share sustainability results and targets with stakeholders, ensuring transparent communication regarding our journey of continuous improvement.



Human Rights and Social Responsibility

Made in Steel supports and promotes human rights in all aspects of its business and during the execution of the exhibition, addressing all stakeholders involved, namely exhibitors, visitors, speakers, sponsors, suppliers, staff involved in the organization, media and journalists, public administration, universities, and research centers.

We believe in the positive impact of an **inclusive and safe environment**, within which everyone is treated with **respect**. The following human rights section operationalizes our commitment to ethical conduct and the protection of fundamental rights in the context of the exhibition.

Made in Steel carries out its commitment to human rights with reference to the following international and national standards:

- Universal Declaration of Human Rights;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- European Convention on Human Rights;
- Charter of Fundamental Rights of the European Union;
- United Nations Convention on the Rights of Persons with Disabilities;
- United Nations Convention on the Rights of the Child;
- Fundamental Conventions of the International Labour Organization (ILO) – Nos. 100, 105, 111, 138, 155, 159, 182, 187 – and the Declaration on Fundamental Principles and Rights at Work;
- WCAG Guidelines (Web Content Accessibility Guidelines);
- Art. 88 of Legislative Decree 81/08, paragraph 2-bis and the related Ministerial Decree of implementation dated July 22, 2014, issued by the Ministry of Labour and Social Policies and the Ministry of Health;
- Law 104/1992: Framework law for assistance, social integration, and the rights of persons with disabilities;
- Law 67/2006: Judicial protection of persons with disabilities who are victims of discrimination in any field;
- UNI 11060 and UNI 11332 technical standards: These Italian regulations establish standards for the accessibility of public buildings, workplaces, and services intended for everyone.

We have chosen to map the human rights particularly relevant to our company's purpose to the United Nations Sustainable Development Goals (SDGs) to reinforce the message that Made in Steel promotes responsible growth that respects rights and individuals.

Made in Steel is committed to promoting and enforcing the following principles:

1 Right to safety at work

Made in Steel promotes the protection of workers' physical integrity and health. The organization is committed to guaranteeing **safe working environments** that comply with current health and safety regulations, and actively promotes a culture of safety through awareness-raising, continuous training, and the adoption of effective measures for preventing professional risks.



2 Decent working conditions

Made in Steel recognizes the **centrality of people** and is committed to ensuring decent working conditions based on respect for workers' rights and their empowerment. Through dialogue and the active involvement of stakeholders, it works to spread and consolidate an ethical and sustainable work culture, contributing to economic growth in compliance with the principles of social justice.



3 Protection for vulnerable workers

Made in Steel is committed to protecting **vulnerable categories** and persons with disabilities, ensuring equal opportunities and decent working conditions. The Organization aims to create a working environment where individuals are treated with **equity** and valued for their skills. To foster inclusion, measures are adopted to **eliminate physical and or-**

ganizational barriers, ensuring accessible environments and adequate tools tailored to different needs.



4 Protection of minors and action against child labour

Made in Steel strictly **prohibits all forms of child, forced, and exploitative labour**. In alignment with its General Regulations and operational risk assessments, Made in Steel strictly forbids access to the exhibition grounds for individuals under 18 years of age during stand set-up and disassembly phases, without exception, even for work-related reasons. Should

the organization promote educational pathways or internships, it guarantees that these take place exclusively outside of critical phases, in suitable work environments that ensure maximum safety, and in full compliance with health protection, personal development, and an ethical, responsible framework.



5 Non-discrimination and equal opportunities

Made in Steel promotes **equal opportunities** and the **elimination of all forms of discrimination**, both in the workplace and in growth opportunities, as they are essential to fostering a more equitable and inclusive society. In organizing conference

content, Made in Steel commits to giving space to topics such as **inclusion, diversity, and gender equality**, enabling participants to increase their awareness of these themes, especially within the steel supply chain.



6 Right to mobility and universal accessibility

Made in Steel recognizes the right to mobility and universal accessibility as fundamental principles to ensure the inclusion and full participation of all individuals.

The Organization is committed to removing physical, sensory, and digital barriers, ensuring that workplaces, public spaces, and digital tools are accessible to everyone.

Regarding digital accessibility, Made in Steel commits to ensuring that web content is:

- **Perceivable:** Simultaneous translation from Italian to English and vice versa is provided via app or subtitling, and the

availability of online and on-demand content is guaranteed.

- **Operable:** Content is available without time limits and accessible from any mobile device.
- **Understandable:** English/Italian translation is guaranteed for all content.
- **Robust:** Made in Steel monitors performance, accessibility, best practices, and optimization features using the Google Lighthouse tool to support the improvement of its web pages.

Guaranteeing effective accessibility means promoting equal opportunities and building a more equitable and sustainable society.



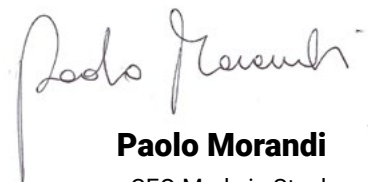
Strategic Vision

In compliance with the ISO 20121 standard, Top Management establishes a medium-to-long-term strategic vision—corresponding to two event cycles—aimed at consolidating Made in Steel’s operations and positioning it as the main international benchmark hub for the steel supply chain.

The strategic vision is built upon three pillars:

- **Leadership and Market:** Enhancing the international appeal of the event, expanding business boundaries for exhibitors, and consolidating Made in Steel as both an exhibition showcase and a cultural hub.
- **Innovation:** Committing to offering up-to-date content and integrating new technologies to provide a high-value-added, future-oriented experience.
- **Efficiency:** Aiming for a management model that combines economic soundness, operational efficiency, and social and environmental responsibility.

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