

**THERMOCAST** S.p.A.

FUSIONI IN ACCIAIO INOX RESISTENTI AL CALORE

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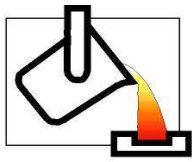
## ESG behaviours at Thermocast

### What “ESG behaviours” at Thermocast are

ESG behaviours at Thermocast.

- They are how we make our Vision a reality [“Imagine a world where metallurgic, glass, cement and petrochemical industries operate with maximum efficiency and safety. This is the world Thermocast shapes thanks to products tailored for your specific needs. With a team of experts and innovative technology, we create customized components that exceed expectations. We collaborate side by side with you to learn your needs through a proactive and problem solving approach.”].
- They are how we make our Code of Ethics a reality.
- They represent of Human Resources Policy with focus on Human Rights and IDE (identity, diversity, equity).
- They bring Thermocast workers together regardless of personal values and backgrounds, in a daily attitude that characterizes the work environment at Thermocast.
- They are distributed to all people and visible on the website.
- They are a tangible tool available to our people to measure themselves and improve in their daily lives, building their professional and personal growth.
- They are the tool through which we will measure our people.

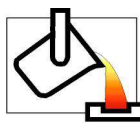
Caravaggio, November 2025



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### STRIVE FOR EXCELLENCE

#### 1) Act with safe culture

Wear Personal Protective Equipment (PPE) for your protection and remind the same to your colleagues with patience and kindness.

#### 2) Think clever

Share actions with your direct manager and your team, acting safely and jointly evaluating the short- and long-term implications.

#### 3) Deliver results

Achieve high-quality results in a responsible, reliable, and sustainable way, showing energy and passion in everything, you do.

### EMBRACE TRANSFORMATION

#### 4) Fai tuoi i Target ESG al 2030

Read the ESG Targets and try to live them with your department, by giving your help to achieve them and contribute to a better world.

#### 5) More with less

Do not stop at saying 'we have always done it this way.' Think differently and help us improve what we do.

#### 6) Growth mindset

Shows a desire for growth by overcoming obstacles and taking advantage of feedback as an opportunity to continuously improve yourself.

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C.C.I.A.A. (BG) 285132 – Reg. Imprese 02383100167 – CAP. SOC. € 2.500.000,00 (v. € 1.500.000,00)

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