



INTEGRATED MANAGEMENT POLICY

25 January 2021

◆ QUALITY ◆ ENVIRONMENT ◆ HEALTH & SAFETY ◆ SECURITY ◆

To support its clients, creating value in a sustainable way at every stage of the supply chain, with a **global, transversal and personalised service**, designing **competitive and innovative solutions**. To do this successfully we base our work on:

- 1** **CUSTOMER ORIENTATION**, promoting synergy and collaboration, seeking, from close by, to achieve the maximum flexibility to exceed their requirements and expectations, enhancing creativity when providing innovative, sustainable and transversal solutions, **always keeping the customer at the centre** of the process.
- 2** Establishing and fostering **relationships of mutual trust with stakeholders**, based on Good Governance, **ETHICS**, transparency and **INTEGRITY**:
 - ▶ Aligned with the principles of our **Corporate Social Responsibility Policy**, which within the organisation deploys those **Sustainable Development Goals (SDGs)** which concur with the culture and values of the organisation.
 - ▶ Supported by our **Compliance Model** and our **Criminal Compliance Policy**, which develop the commitment to comply with legal requirements, as well as with other requirements applicable to our activities, integrating them transversally in the processes of the organisation.
 - ▶ Supported by the **Information Security Policy**, procedures, controls and information security mechanisms that guarantee **confidentiality, integrity and availability**.
- 3** Establishing and maintaining the necessary mechanisms and procedures to **anticipate, evaluate, prevent and manage the risks** associated with the performance of our activity, establishing the necessary means for the protection of people, information, knowledge, assets, facilities and goods, as well as to **preserve the continuity of the business** in all its areas.
- 4** **RESULTS-ORIENTATION** through a Management and Business Model that balances:
 - ▶ Anticipating challenges and changes in our environment.
 - ▶ **Quality** based on the best planning and technology.
 - ▶ Disruptive and global thinking.
 - ▶ **EXCELLENCE** in the management of operations and costs.
 - ▶ The requirements and expectations of our **stakeholders**.
- 5** Recognising our **teams as key elements of the company**:
 - ▶ Implementing human resources policies that promote equality, equity, inclusion, motivation, talent development and the **FEELING OF BELONGING** at all levels of the organisation.
 - ▶ By focusing on awareness, education and training.
 - ▶ Fostering collaborative environments and **TEAMWORK**.
 - ▶ Promoting a climate of consultation and communication.
 - ▶ Involving workers in the growth and improvement of the organisation and its management model.

All of this within the framework of strengthening the corporate culture, **PASSION** and the spirit of leadership that drives our company forward.
- 6** The integration of our **collaborators** with a view to achieving maximum mutual benefit, actively involving them as another part of the Group's internal processes and, through our **Responsible Sourcing Policy**, transmitting to them our commitment to Quality, the Environment, Occupational Risk Prevention, Information Security and Compliance. Encouraging our collaborators to **assimilate our values as their own** and to transmit them to their own suppliers and/or collaborators.

- 7** Developing a **preventive culture** that promotes safe and healthy work environments:
- ▶ Our peoples' safety will be prioritised with the clear objective of **zero accidents**, opting for safe and healthy working conditions that encourage the effective management of accidents and incidents, as well as actively preventing injuries and/or accidents.
 - ▶ Promoting healthy habits will be pursued that aim to improve the **physical health, emotional well-being and quality of life** of the organisation's staff both inside and outside the workplace.
 - ▶ Planning, implementing and optimising the use of **technologies, elements and systems** that help us to improve health and safety in the workplace through:
 - excellent safety on machines and work equipment,
 - facilities equipped with the means of fire protection appropriate to the activity carried out,
 - ergonomic best practices,
 - the adaptation of personal protective equipment,
 - and the preparation and training of teams to deal with emergency situations.

In short, by adopting **behaviour-based safety, commitments and practices** (BBS).

- 8** Banking on a **philosophy of sustainability** that helps us to become an integral part of the fight against climate change:
- ▶ Measuring, communicating, reducing and compensating for our **carbon footprint**, as a strategy for the progressive reduction of our **greenhouse gas emissions** and to improve the quality of the air.
 - ▶ Banking on the use of technologies and practices that lead to **energy efficiency**, advocating a **responsible use of natural resources** which encourages the **reduction in consumption** of energy, water, raw materials and other natural resources, as well as a priority use of those resources, such as energy, of **renewable origin**.
 - ▶ Implementing procedures for restricting the use of chemicals and products which pose a danger to health and the environment.
 - ▶ Encouraging initiatives focused on reducing the generation of **waste and dumping**, promoting activities for recycling, recovery and/or reuse, thus protecting the quality of water and soil.

In short, working on actively preventing pollution as part of our public commitment to **environmental protection**.

- 9** **Continuous improvement** of the effectiveness of an integrated management system that:
- ▶ Helps us to work in line with a philosophy of improvement and **INNOVATION**.
 - ▶ Ensures robust and stable processes.
 - ▶ Ensures proper management and treatment of non-conformities and deviations from what is standard.
 - ▶ Pursues **EXCELLENCE** in both our business and management model.
 - ▶ And that serves as a reference framework to establish and review our Quality, Environment, Occupational Risk Prevention, Information Security and Compliance objectives.

This policy will be reviewed periodically and must be complied with by the members of the Organisation, as well as by those persons who act in the name of or on behalf of the organisation in the normal course of their activities and transactions for our organisation. And for your knowledge and application, we communicate and distribute this policy through the channels established in our Communication Plan.



President of Grupo Sesé
Alfonso Sesé Asensio

"We Are Leaders, We Are Different"