

PROFAND ZARAGOZA's Management Department establishes, implements, and maintains this Policy based on the commitment to Occupational Health and Safety, Environment and the Improvement of Energy Efficiency, with an integrated management system for all processes and at all levels of the organisation. Through leadership, this system is used to satisfy the requirements of the five components that make up the organisation through the Total Quality model.

This policy provides a common framework to define objectives, identify risks and opportunities in the system, and to implement activities in a way that contributes to continuous improvement.

Considering the context of the organisation and the scope of the integrated management system, PROFAND ZARAGOZA declares that its activities will be carried out based on the following commitments:

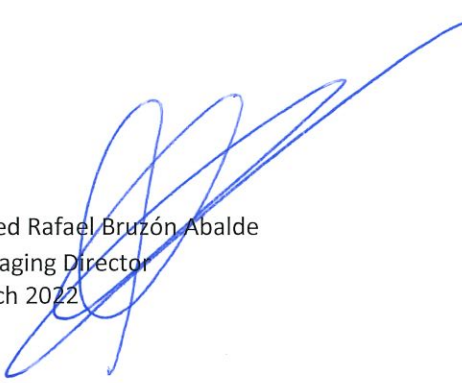
- The commitment to carry out its business according to the principles of sustainable development, ensuring significant environmental aspects are controlled and managed.
- Improve energy performance through energy efficiency and reduction of energy consumption.
- The commitment to provide safe and healthy working conditions to prevent work-related injuries and a deterioration to health.
- To use natural resources in a sustainable and efficient way.
- To promote the health of all members of the organisation by aiming to have the highest level of well-being among those in the workplace.

PROFAND ZARAGOZA will fulfill these commitments and achieve the established objectives through the following principles:

- To define specific and measurable goals that are consistent with commitments to continuous improvement.
- To ensure the environment is protected, working respectfully, preventing pollution, and minimising the environmental effects of the organisation's activities to the greatest extent possible.
- Support the acquisition of energy efficiency products and services that have an impact on energy performance.
- Support design activities that take into account energy improvement.
- To work on eliminating hazards to workers and stakeholders, and to reduce risks that cannot be completely eliminated to acceptable levels. The risk management strategy will also be combined with the strategy developed to promote health.
- To ensure compliance with applicable legal requirements and those voluntary assumed by PROFAND ZARAGOZA and/or required by stakeholders that go beyond the established legal minimums.
- To establish indicators used to objectively understand the impacts to stakeholders, as well as accidents and incidents they may suffer in order to prevent, minimise, and remove such risks and impacts.
- To foster and maintain awareness across the entire organisation, to encourage continuous training, and to promote active participation and consultation with stakeholders, including workers' representatives, with the aim of promoting continuous improvement.

By developing these principles and putting the policy into practice, PROFAND ZARAGOZA also upholds the commitment to satisfy all components that form part of the organisation through the Total Quality model.

Signed Rafael Bruzón Abalde
Managing Director
March 2022

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