

INTEGRATED QUALITY, ENVIRONMENTAL, SAFETY & HEALTH AT WORK POLICY

The **Integrated Management System Policy** of GRUPO TAMOIN S.A. and the group subsidiary companies, has as objective: to ensure the supply of industrial products and/or services, focused on providing integrated solutions in specialised engineering, assembly, revision and integral maintenance of industrial power generation plants, as well as design, building and maintenance of industrial facilities. In accordance with the internal requirements and those of the customer, the regulatory and legal ones applicable, as well as other requirements it decides to undertake, gaining the customer's satisfaction, preventing damages and deterioration to the health of all the workers and working in continuous improvement of the standards of safety, quality, profitability, social responsibility, as well as commitment to the protection of the environment and the prevention of contamination.

SENIOR MANAGEMENT is involved in:

- **Showing Leadership and commitment** by promoting the use of an approach towards processes and thought based on risks and opportunities, ensuring the compliance to the legal requirements and other requirements of the interested parties that are adjusted to the organisation's purpose and context.
- **Establishment, implementation, maintenance and improvement of processes** required for the Integrated System Management, as well as the awareness of the organisation regarding the Customer and third parties' legal requirements.
- **To communicate, raise awareness, distribute and implement** as well as to check the Integrated System, its objectives and indicators, by measuring and analysing them to achieve the efficiency of the system and the Customers' satisfaction.
- **Preserve and protect the environment** complying with the legal and regulatory requirements applied by our organisation, to eliminate and reduce risks, avoiding polluting spills and contamination of the elements that could damage the natural environment of the work centres, efforts being focused on the responsible segregation and handling of the generated wastes, such as mitigating and adapting to climate change, protecting biodiversity and the ecosystems.
- **Prevention of damages and deterioration to health** proposing safe and healthy working conditions in order to eliminate the hazards and reduce risks for OSH, meeting the legal applicable requirements and other requirements.
- **To encourage and guarantee** the workers' consultation and participation, and when there are workers' representatives, the information and theoretical and practical training they need regarding all the topics on occupational hazards.
- **Minimising the environmental impact** generated by the consumption of natural resources (water, electricity and consumables) in all the environments GRUPO TAMOIN intervenes.

MANAGEMENT personally takes on the commitment hereby expressed and commits to ensure that the **Integrated Management Policy** is made known, understood and applied by all the people forming the organisation, as well as by all relevant interested parties, setting the following basis channels:

- Distribution of the documents of the Management System and its formative and informative actions planned.
- Dissemination through its representation and functional structures.
- Other communication tools, internal notes, lessons learnt, as well as information panels and boards in the various centres.

Ultimately: CARRYING OUT THE WORKS CORRECTLY IN ACCORDANCE WITH THE REGULATORY AND LEGAL REQUIREMENTS, ACHIEVE THE CUSTOMER'S SATISFACTION, IMPROVE CONTINUOUSLY AND ACT IN A RESPONSIBLE WAY WITH THE SURROUNDING ENVIRONMENT AND GUARANTEEING AND CONTROLLING THE RISKS FOR OSH.

