



INTEGRATED MANAGEMENT POLICY

Management is aware of the commitment that it represents to manage people and resources, suppliers, clients and other collaborators and, therefore, considers that participation in this management must contribute to the quality of life of people and generate value for interest groups. . Therefore, it will carry out its activities under the essential principle of people's safety and health.

Therefore, its objective is to strengthen the commitment to quality, safety and health at work and sustainable development, taking these principles into account in all business decisions related to products, services and lines of business. To achieve this, the organization implements, maintains and reviews a management system that affects all areas of the company and the context of the organization.

Likewise, it provides a frame of reference for establishing quality, environmental and occupational health and safety objectives.

The Management is committed to the consultation and participation of workers and the appropriate aspects of the Occupational Health and Safety System, with special emphasis on their involvement in the deployment and compliance with appropriate safety and hygiene measures at work. field where personnel could be exposed to special circumstances such as explosive atmospheres, confined spaces or other industrial and environmental hazards. Among the commitments that the Management establishes we can find:

- Compliance with agreements, legal requirements, standards that are associated with the services and products we offer as well as the environment, health and safety at work and its surroundings.
- Establish requirements to improve the performance of the organization and a periodic review of its objectives in order to advance its implementation and continuous improvement.
- Carry out the necessary actions aimed at minimizing pollution, and being efficient in the use of resources

Our integrated management system is based on the following reference standards, and includes the commitment to comply with all applicable requirements:

- UNE-EN 1090-1 "CE Marking of Steel Structures"
- UNE-EN ISO 9001 "Quality management systems"
- UNE-EN ISO 14001 "Environmental management systems"

The direction
January 9, 2023



ANNEX 2 – INTEGRATED MANAGEMENT POLICY

The Board of Directors' main objective is to satisfy the needs, explicit and implicit, agreed upon with its clients, offering a permanent, timely and effective service.

Our Integrated Management Policy is based on the principle that each person is directly responsible for the quality of their work and its results, which must be directed towards a double objective:

- Full customer satisfaction,
- Continuous improvement of business efficiency.

The Board of Directors of CALDERERIA Y MECANIZADOS TOMELLOSO, S.L. (CAMETO) is aware of the importance of the Environment and how production processes affect it, being necessary adequate environmental management for the development and growth of the company, guaranteeing the quality of our products. services in the market.

CAMETO establishes, documents and maintains an Integrated Management System to achieve compliance with this MANAGEMENT POLICY; provide products and services based on the requirements demanded by the client and other interested parties, guaranteeing compliance with applicable legal and regulatory requirements.

To achieve the effectiveness of the management policy, the Organization defines a series of general objectives. The Board of Directors establishes annually in management reviews a series of specific quantifiable objectives to achieve the development, maintenance and improvement of the following general quality objectives. These general objectives are:

- This policy is appropriate to the nature and magnitude of the OSH and environmental risks.
- A commitment to prevent damage and deterioration of health and continuous improvement of integrated management and performance is included.
- The commitment of the Organization to comply with the Legal, Regulatory and other Requirements that the Organization subscribes to in matters of Quality, Environment and Prevention of Occupational Risks.
- The establishment by the Management of the review of viable objectives and goals for the Organization, monitoring them through the relevant indicators and based on the following guidelines:
 - Carry out the organization's work in a sustained manner with the Environment.
 - Increase the safety and health of your employees.
 - Base the profitability and growth of our organization on the productivity of its staff.
 - The continuous improvement of our processes.
 - Guarantee the control and conservation of the data managed by the organization.
 - The active protection of the health and safety of its employees, as a basic principle for the development of our activity, achieving safe processes and operations for both the people of the Organization and for clients and society in general, through:



- Ensuring adequate environmental working conditions.
- Maintenance and adaptation of the workplace to current regulations on Occupational Health and Safety.
- Adequate training and information of personnel on ORP matters.

- ☑ The establishment by Management of the review of viable objectives and goals for the Organization, monitoring them through the relevant indicators.
- ☑ Permanently improve the Integrated Management System. (Through the achievement of specific objectives).
- ☑ Guarantee quality in the execution of work, through the timely supply of materials that meet the client's, applicable legal and regulatory requirements and the quality required by the Organization. (measured through non-conformities detected from clients).
- ☑ Track and review information about interested parties and their requirements. (Through management reviews).
- ☑ Apply Training Plans for personnel linked to the Organization. (Through training plans)
- ☑ Achieve high levels of effectiveness in the realization of the product and service that guarantee customer satisfaction and compliance with the agreement. (Through customer surveys). Design and Development of the product in accordance with the legislation or regulations for its development, well marked by the technical specifications sent by the client and/or the legal regulations available for said product. (Through the Design and Development Engineering department).
- ☑ Develop a maintenance and continuous improvement program for the Management System, through the PHVA cycle, risk-based thinking, audits, as well as effective internal communication within the Organization. (Through Management Review and non-conformities and corrective actions).
- ☑ Improve internal management through the standardization of its processes as an element that reduces internal and external failures, minimizing the possibilities of error. (Through updates to the quality management system procedures).
- ☑ Achieve the integration of external suppliers, as an essential part of obtaining the desired level of quality. (Through questionnaires sent to suppliers).

- ☑ Establish indicators that allow you to know the fulfillment of your objectives, through reviews of the Quality Management System. (Indicators established annually).
- ☑ The identification, evaluation and reduction of the negative environmental effects of the organization's different activities.
- ☑ The rational use of resources and energy.
- ☑ Information and training for all members of the organization on the effects derived from the development of processes and products, to minimize negative effects on the environment.
- ☑ The commitment to develop and update the Management System through objectives to reduce risks and minimize negative effects.

This policy is documented, implemented and kept in force.

The policy is communicated to all people who work in the organization through its delivery in existing meetings with staff and they are made aware of their individual obligations in terms of OSH, so it is read and understood by all of them. In addition, it is published on the Organization's website.



The policy is available to interested parties that affect the company.

This policy is checked annually during the review by Management, ensuring that it remains relevant and appropriate for the activity and scope.

The direction

May 10, 2023