

## INTEGRATED MANAGEMENT POLICY

Management is aware of the commitment involved in managing people and resources, suppliers, customers and other collaborators and, therefore, considers that participation in this management should contribute to people's quality of life and generate value for stakeholders. Therefore, it will carry out its activities under the essential principle of the safety and health of people.

For this reason, it aims to strengthen the commitment to quality, health and safety 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.

It also provides a reference framework for the establishment of quality, environmental and occupational health and safety objectives.

The Management is committed to the consultation and participation of workers and in 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 in field work where personnel could be exposed to special circumstances such as explosive atmospheres, confined spaces or other industrial and environmental hazards.

Among the commitments established by the Management we can find:

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

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

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

1. Full customer satisfaction,
2. 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, and adequate environmental management is necessary for the development and growth of the company, guaranteeing the quality of our 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, ensuring compliance with applicable legal and regulatory requirements.

Our integrated management system is based on the following reference standards in which Cameto is certified, and include a commitment to comply with all applicable requirements:

1. UNE-EN 1090-1 "CE Marking of Steel Structures"
2. UNE-EN ISO 9001 "Quality Management Systems"
3. UNE-EN ISO 14001 "Environmental Management Systems"
4. UNE-EN-ISO 45001 "Occupational health and safety management systems"

In order to achieve the effectiveness of the management policy, the Organization defines a series of general objectives. The Board of Directors establishes annually in the reviews by the management 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 OSH and environmental risks.
- It includes a commitment to the prevention of damage and deterioration of health and to continuous improvement of integrated management and performance.
- The Organization's commitment to complying with the Legal, Regulatory and other requirements that the Organization subscribes to in terms of Quality, Environment and Occupational Risk Prevention.

- The establishment by the Directorate of a review of **feasible objectives and goals** for the Organization, monitoring them through the relevant **indicators** and based on the following guidelines:
  - Carry out the work of the organization in a sustained way 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.
  - Continuous improvement of our processes.
  - Ensure the control and retention of the data handled 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 customers 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 for staff on occupational health and safety.*
- Continuously improve the Integrated Management System. (Through the achievement of specific objectives).
- Guarantee quality in the execution of the works, through the timely supply of materials that meet the client's requirements, applicable legal and regulatory requirements and the quality demanded by the Organization. (measured through detected customer non-conformities).
- Track and review information about stakeholders and their requirements. (Through management reviews.)
- Implement Training Plans for personnel linked to the Organization. (Through the training plans)
- Achieve high levels of efficiency 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 the development of the product, either marked by the technical specifications sent by the customer and/or the legal regulations available for said product. (Through the Design and Development Engineering department).
- Develop a program for the maintenance and continuous improvement of the Management System, through the PDCA cycle, risk-based thinking, audits, as well as effective internal communication within the Organization. (Through Management Review and Nonconformities and Corrective Actions).

- Improve internal management through the standardization of its processes as an element that reduces internal and external failures, minimizing the chances of error. (Through updates to 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 us to know the fulfillment of its objectives, through the revisions of the Quality Management System. (Indicators established annually).
- Identification, evaluation and reduction the negative environmental effects of the organization's various activities.
- Rational use of resources and energy.
- Information and training to all members of the organization on the effects derived from the development of processes and products, in order 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 maintained in effect.

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

The policy is available to stakeholders who affect the company.

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

The Management

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