



Integrated Policy of Management

With the firm intention to advance towards operational excellence in an environment of continuous improvement in the areas of **Safety, Quality** and respect for the **Environment**,

Gonvarri Industries is committed to:



1. Comply with laws, **regulations and requirements** applicable to its activity, both corporate and those of its stakeholders.



2. Achieve **overall stakeholders' satisfaction**, defining objectives, resources and responsibilities to this end.



3. Control its **processes**, both internally and externally, deploying actions for risk and emergency management.



4. Provide **safe and healthy working conditions** for the prevention of injuries and health deterioration, eliminating hazards and reducing health and safety risks, mainly from the design phase of each new process, production line or workstation.



5. Promote **environmental protection**, pollution prevention and the improvement of environmental performance, under the perspectives of life cycle, circular economy and climate change, from the design of products, processes and services.



6. Seek **processes efficiency** above and beyond their effectiveness.



7. Inform employees, collaborators and external workers of the content of this Policy, motivating their **commitment and involvement**.



8. **Integrate** the commitments of this Policy in the work of supervisory staff and workers during the execution of the activities they carry out or supervise, as well as in all the decisions taken.



9. Promote the **consultation and participation** of employees and their representatives and ensure **awareness and skills** of its employees through continuous training.



Josu Calvo Moreira. CEO
Gonvarri Industries
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