

QUALITY MANAGEMENT, ENVIRONMENTAL, OCCUPATIONAL HEALTH AND SAFETY INTEGRATED POLICIES

TECNOVE S.L carry out their main activities according to the contribution to the environment development and improvement through the manufacturing and suppling of innovative products and services of the highest quality, fulfilling our client's requirements and being especially careful to our environment and our employee's safety.

TECNOVE S.L maintains and upgrades frequently an Integrated Quality Management System based on the norms UNE EN-ISO 9001, UNE EN-ISO 14001, PECAL 2110, UNE EN-ISO 45001 and UNE EN-ISO 28001, integrating them to all activities and decisions. That is part of their compromise with their stakeholders.

Thus, the Management of TECNOVE S.L establish the following principles:

- **Technological innovation:** Design, create and manufacture innovative products of the highest quality, safe for the users and environmentally friendly which at the same time satisfy our customers' needs and that give them added value for their own activities.
- **Environmental management:** Includes all the initiatives directed to the development of our activities in a sustainable and responsible way, both in our production centers as well as where we offer our services. This encompasses prevention measures such as preventing pollution, promoting respectful practices with the environment: Reduce, Reuse, Recycle, the adequate management of residues or the efficient and rational application of natural resources, raw materials and available energy.
- **Safety and Health Management:** To prevent any damage to the health and wellbeing of our employees and stakeholders, adopting all the necessary actions in terms of management and performance of SST in our activities, reducing the existing risks for safety and health at work.
- **Policy and Strategy:** In TECNOVE S.L we establish goals at every level, providing the necessary material and human resources for their consecution. Furthermore, the company's strategies and management policies are continuously revised with the purpose of maintaining them always aligned with the market and society request.
- **Product Quality:** Ensure the quality of the products and/or services supplied as a competitive advantage.
- **Legal provisions:** The Management of TECNOVE S.L compromises itself to comply by all the applicable legal provisions as well as to other additional requirements assumed voluntarily which are related both to the health and safety of the employees and to the quality of the services provided and the environmental aspects derived from its activity.
- **Human Resources Development:** The development and implication of everyone involved in our company is our most important asset, being essential for the consecution of our goals. For this reason, a special importance is given to formation, training, professional and human development, motivation, safety and participation in the company's strategy as the most effective and beneficial way to achieve our vision.
- **Consultation and participation:** TECNOVE S.L are compromised to incentivize consultation and partaking of the employees in all fields, including in the Safety and Health Committee.
- **Leadership:** The Management of TECNOVE S.L assume the commitment principles established. Through the follow up and development of the outputs of our integrated management system it can verify the fulfillment of all the requirements including those established by the client and the legal ones and included in the Management System of the company.
- **Ensuring the supply:** The Management of TECNOVE S.L approve specific programs to ensure the safety of the supply chain correspondent to food logistics for catering in camps. It is committed to the continuous improvement of the security management process, corroborates that both the management policy and the rest of the system are appropriate to the threats, the organization and the operations carried out by TECNOVE S.L. It is essential to satisfy the security management requirements in all cases.
- **Safe and healthy working conditions:** The Management of TECNOVE S.L is committed to facilitating safe and healthy working conditions by eliminating possible dangers and reducing the risks detected.

In Herencia, the 27th of November 2019

Undersigned: Eusebio Ramírez
Chairman