

INTEGRATED MANAGEMENT POLICY

This statement is drawn up in order to define the policy applicable to the companies of the GRUPO ATES (Ates Ingeniería y Servicios, Serviates, S.L. and Asistencia Técnica y Servicios S.L.) with regard to its Integrated Quality System, respect for the environment and the prevention of occupational risks, in accordance with ISO 9001, ISO 14001, ISO 45001 and DIRECTIVE 2014/33 / UE in their activities of “Design, installation, maintenance and repair of elevators”, “Rental, installation design, installation, maintenance and repair of tower cranes, mast climbing platforms, hoists and tubular scaffolding”, “Rental and sale of scaffolding and auxiliary material of construction” and “Electrical installation and maintenance of Low Voltage. Installation and maintenance of photovoltaic installations and self-consumption”.

We declare that our fundamental mission is to achieve the highest profitability through the complete satisfaction of the stakeholders, among which our employees, customers and citizens of the community stand out. Said mission is articulated through the following points:

- 1) Ensuring that the products and services provided to our clients are safe, environmentally responsible and compliant with customer requirements, standards and codes, as well as environmental aspects upholding the applicable legal framework in each case.
- 2) Establishing actions and programs more oriented to prevention than to detection of pollution, as well as non-conformities or accidents / incidents. The need for continuous improvement is the foundation, which means that each employee has to be aware of the quality, environment and health and safety aspects in relation to his/her individual work in order to contribute to the maximum and ensure continuous improvement in products, processes and services.
- 3) Offering a service which meets the value expectations of our customers, without compromising health and safety aspects for economic or productivity reasons.
- 4) Maintaining daily contact with Customers in order to collaborate jointly in the improvement of our services.
- 5) Providing continuous and adequate training in integrated management techniques to company personnel at all levels for the achievement of the proposed objectives (such as environmental objectives of minimizing emissions of the vehicles and more efficient facilities assemblies)
- 6) Selecting the most appropriate suppliers and subcontractors at all times, seeking the most beneficial relationship which enables the supply of products with the required quality, taking into account pollution prevention and compliance with environmental and safety regulations.
- 7) All employees and suppliers of the GRUPO ATES will adapt to this way of working, with the objective of always “Do things right the first time”.
- 8) Our OSH policy is based on the following principles:
 - a) Assuming the commitment to achieve a high level of Health and Safety, exceeding the minimum required in the legislation.
 - b) Integrating the OSH into our activities and decisions.
 - c) Responsibility for OSH is a management function that must be administered by any command
 - d) OSH is one more component of business activities, coordinated with other human resource policies.
 - e) Workers consultation and participation is guaranteed, as well as the information and theoretical and practical training that they need with OSH

The Integrated Management Policy of GRUPO ATES is disclosed by the Company Management, trusting that all the organization understands the significance of this document and integrating it into their work practices.

El Director General



Joaquín Renovell Ribarrocha
Valencia a 31/07/2020