

## INTEGRATED MANAGEMENT POLICY

This statement is drafted in order to define the policy applicable to the companies of the **ATES GROUP (Ates Ingeniería y Servicios, Serviates, S.L. and Asistencia técnica y Servicios S.L.)** with regard to integrated quality management, respect for the environment and prevention of occupational risks, in accordance with ISO 9001, ISO 14001, ISO 45001 and DIRECTIVE 2014/33/EU in its activities of "Design, installation, maintenance and repair of elevators", "Rental, design of the installation, installation, maintenance and repair of tower cranes, motorized lifting platforms, forklifts and tubular scaffolding", "Rental and sale of scaffolding and auxiliary construction material" and "Installation and electrical maintenance of B.T and photovoltaic installations".

We declare that our fundamental mission is to achieve the highest profitability through the complete satisfaction of the interested parties, among which the employees themselves, the clients and the citizens of the environment stand out. This mission is articulated through the following points:

- 1) Ensure that the products and services provided to our customers are safe, environmentally responsible and that they comply with customer requirements, standards and codes, as well as environmental aspects, respecting the applicable legal framework in each case.
- 2) Establish actions and programs more oriented to the prevention of pollution, as well as non-conformities or accidents / incidents than to detection, with a commitment to eliminate hazards and reduce risks and safe conditions. The need for continuous improvement is established, which means that each employee has to be aware of the quality aspects, environment and health and safety in relation to their individual work to contribute to the maximum and ensure continuous improvement in products, processes and services.
- 3) Offer a service whose value for money meets the expectations of our customers, without compromising the aspects of safety and health for economic or productivity reasons.
- 4) Maintain daily contact with Customers in order to collaborate jointly in the improvement of our services.
- 5) Provide continuous and adequate training in integrated management techniques to the company's personnel at all levels in order to achieve the objectives set (such as environmental objectives of minimizing vehicle emissions and assemblies of more efficient facilities and health and safety objectives for the reduction of accidents).
- 6) Select the most appropriate suppliers and subcontractors at all times, seeking with them a relationship as beneficial as possible that allows to supply products with the required quality and taking into account the prevention of pollution and compliance with environmental and safety regulations.
- 7) All employees and suppliers of the **ATES GROUP** will adapt to this way of working, whose objective is "do things right the first time" always.
- 8) Our risk prevention policy (PRL) is based on the following principles:
  - a) Assume the commitment to achieve a high level of Occupational Safety and Health (OSH), exceeding the minimum requirements in the legislation.
  - b) Integrating OSH into our activities and decisions
  - c) Responsibility in the management of PRL is a management function that must be administered by any command.
  - d) OSH is another component of business activity, being consistent with other human resources policies.
  - e) The consultation and participation of workers is guaranteed, as well as the information and theoretical and practical training that they need with OSH

The **Integrated Management Policy of the ATES GROUP** is disclosed by the Management of the company, trusting that the entire organization understands the importance of this document and integrates it into their work style.

The Director-General



Joaquín Renovell Ribarrocha  
Valencia at  
26/04/2022