

INTEGRATED MANAGEMENT POLICY

SISTEMAS ELÉCTRICOS LOWIND, S.L. Integrated Management System represents Lowind's commitment to Occupational H&S, Quality and the Environment, a commitment understood as looking after the health and safety of its employees, being efficient implementing processes that enable the company's performance towards its customers to be satisfied while preserving the environment:

For these reasons, the Company Management promotes Integrated Management based on the requirements of the UNE EN ISO 9001:2015, UNE EN ISO 14001:2015 and UNE EN ISO 45001:2018 reference standards, considering it beneficial for all the stakeholders involved, so that it is effective, efficient and helps continuous improvement, pollution prevention and fully complies with the legislation with respect to its environmental impacts and the adaptation to the new changes.

This integrated policy of Quality, Environment, Security and Health must be fulfilled by everyone at SISTEMAS ELÉCTRICOS LOWIND, S.L. It must be documented, maintained, reviewed and communicated to the personnel, and must be made available to all the stakeholders through the organization Web Page.

The Organization establishes as the basis of the Integrated Management Policy the following guidelines, basic pillars to achieve the efficiency of its Management System:

- **Leadership and commitment:** Management system appropriate to the purpose and context of the organization and supporting its strategic direction, at all levels and in all countries where Lowind operates. The organization uses the process risk assessment methodology to prevent possible deviations or non-conformities in the management system.
- **Clients and stakeholders:** Guarantee the full satisfaction of clients and stakeholders, providing them with a service in accordance with their demands, specifications, needs, expectations and established requirements. Ensure the consultation and participation of the employees, as an important interested part of the organization.
- **Fulfillment of Requirements:** Compliance with applicable legal requirements and those other requirements to which the organisation subscribes voluntarily.
- **LOWIND** commits to provide health and safety working condition to prevent injuries and any harm to the health of its employees. Also appropriate to the purpose and contest of the company, including the nature, and any environmental path of its activities, products or services. Commits to protect the environment, including the prevention of pollution.
- **Risk Minimization:** Prevent, control and minimize potential risks arising from its activities and services, especially risks to the Health and Safety of its workers.
- **Continuous Improvement:** Commitment to the continuous improvement of the performance of the QSH management system through the establishment of achievable objectives reviewed by the Management and the establishment of improvement programs, the study of the results of the audits, the management of non-conformities and the review of the data generated.
- **LOWIND** commits to consult and promotes worker's participation
- **Diversity and equal opportunities:** Lowind promotes the acceptance of diversity and equal opportunity for people regardless of their background, because talent does not understand race, nation or culture.
- **Code of ethical conduct:** The code of conduct establishes the behavioural values that should guide all the company's workers in order to consolidate a common business ethic.

The Management is committed to providing adequate technical and human resources for the development of this Policy and the achievement of the established objectives

At Huarte, 04 January 2022 Ed 5.
Signed by: EKATERINA BUKAREVA - CEO
SISTEMAS ELÉCTRICOS LOWIND, S.L