

Elecnor, along with its subsidiaries around the world, is one of the leading global corporations in project development, construction and operation through two major mutually-enriching business areas. These are the infrastructure business, which carries out engineering and construction, and services projects in electricity and gas power generation which promotes, seeks financing for and manages energy transmission and generation assets.

As part of its Corporate Responsibility model, IQA Operations Group, as a subsidiary of Elecnor, wants to lay down as strictly as possible its Integrated Management System Policy which comprises the Environmental, Quality and Health & Safety Management Systems. These three driving forces comprise the Group's Integrated Management Policy, each one with specific goals and strategies, but all with one common mission: continuous improvement in the organisation.

By way of demonstration of IQA's diligence in this respect, it has based its Integrated Management Policy on a firm commitment and precise knowledge of the nature and magnitude of the environmental impact, clients' expectations and risks for workers of our activities and products. Furthermore, it has voluntarily taken on the requirements contained in the standards for its auditing and certification.

### General Principles

IQA has established principles to which it is committed and which must govern the organisation's entire operations with regard to Quality, Environment, Health & Safety, such that they are used as a reference to define and revise objectives that continuously improve the effectiveness of the management systems.

These principles are as follows:

- Strict compliance with current applicable legislation and other requirements that IQA must subscribe to in all markets in which it operates.
- Client satisfaction.
- Prevention of damage and deterioration of our employees' health, by improving their working conditions in order to increase the level of protection of their health and safety.
- Prevention of pollution through the protection of the environment.
- Efficient energy use and consumption.
- Generation of a favourable impact of our activities on local communities.

### Principles of Conduct in Health and Safety Management

The health and safety of our employees are essential values for IQA. Generally speaking, our strategy with regard to Health & Safety is governed by the following principles of conduct:

- Provision of material & training resources necessary to contribute to and improve safety conditions.
- To identify, assess and proactively manage the hazards and risks that are associated with our business; and to ensure that all our employees (and any other person who may be affected by our work activities) are aware of and understand those hazards, risks, and control measures.
- Hazards and risks will be eliminated, reduced, or controlled to an acceptable level to ensure the potential for incidents and accidents is minimised.
- To actively involve our employees in consultation on matters affecting their health, safety, and welfare, and to promote and demonstrate open and transparent communication.
- Campaigns to raise awareness among all employees and managers.
- On-going inspections and site audits, adopting corrective measures where necessary.
- No corporate initiative can be successful without the full cooperation of all workers when:
  - Performing their jobs in accordance with the rules, instructions and procedures established by the Company.
  - Correctly using individual and collective protective equipment provided by the Company.
  - Using machinery, tools, vehicles, and any other equipment provided by the company appropriately to undertake daily activities at work.
  - Refraining from activities that pose a serious and imminent risk, and reporting them to line managers, so that they can determine any risk mitigation measurement that might be necessary.

### Principles of Conduct in Environmental Management

Aware that the main environmental impact of our work results from the use of resources and the generation of construction and waste, IQA has defined and applied the most effective and corrective mechanisms to minimise their effect. Similarly, IQA has taken on certain activities that contribute to the protection of the natural environment and its resources as an intrinsic part of its business operations.

Generally speaking, our strategy with regard to Environmental Management is governed by the following principles of conduct:

- The on-going search for a balance between economic profitability and environmental protection, providing approaches so that one supports the

*The IQA Way*

*Quality – Customer Satisfaction – Integrity – Continuous Improvement – People*

other.

- Consider the environmental component when making decisions regarding investments in new projects and activities being studied by the Group.
- Involve employees through appropriate training and awareness actions.
- Involve our remaining stakeholders (shareholders, clients, suppliers and society in general) in the overall search for useful solutions to the challenge of preserving the environment and energy resources.

### Principles of Conduct in Quality Management

Quality has formed part of IQA's culture ever since its incorporation, with a clear focus on service, which gives us a differentiated position within the market.

General speaking, our strategy regarding Quality Management is governed by the following principles of conduct:

- Always start with an understanding of the client's expectations before designing and supplying products and services.
- Develop, improve, and maintain organisational behaviour related to continual improvement at all levels, leaving no room for complacency, lack of attention and other attitudes that represent an obstacle to this principle.
- Involve each member of staff in the Quality challenge, so that everyone assumes a sincere personal commitment to provide a good service to clients.
- The Organisation is committed to promoting the development of the strategies contained in this policy as well as to facilitating the necessary resources to achieve this end.



**Pablo Cardell**

**MANAGING DIRECTOR**

**February 2022**