

## QUALITY, ENVIRONMENT AND OHS POLICY

The Management of ACEBRON GROUP, aware of the importance of Quality, the Environment and the Occupational Health and Safety in satisfying the needs of customers and other interested parties, has decided to carry out the management of the quality, environment and the OHS implementing an Integrated Management System that is effective and efficient, thus achieving the benefits of all stakeholders, with the Management commitment for continuous improvement, prevention of pollution, prevention of damage and deterioration of the health of its workers, the legislative compliance with respect to its environmental impacts at all levels, as well as the adaptation to new changes.

The Management of ACEBRON GROUP establishes the following general guidelines for the achievement of its quality, environment and OHS objectives, and that constitute its quality, environmental and OHS policy:

- Achieve full satisfaction of our customers, providing services according to the requirements, needs, expectations and established specifications, including standards or current legislation.
- Raise awareness, determine the necessary competence for the staff, encourage participation, train and involve all workers in the importance of compliance with the requirements of the systems, making all employees responsible for compliance with the established objectives.
- Permanent commitment and implementation in ACEBRON GROUP of continuous improvement and prevention of pollution and improvement of occupational health and safety management as a standard of conduct.
- Permanent commitment to comply with legislation and regulations at all levels, as well as commitments signed with interested parties.
- Integration of environmental and occupational health and safety factors in the planning of new processes and in the modification of existing ones.
- Maintain a respectful work environment that guarantees equal opportunities, diversity, non-discrimination, freedom of union representation, as well as the reconciliation of work and family life and applying the necessary measures to achieve the highest level of security and health in all jobs.
- Guarantee respect for fundamental human rights, rejecting any practice that harms individual or collective dignity.
- The continuous training of the staff of the organization in accordance with their respective activity, providing the necessary knowledge so that they can develop their activity with the utmost respect for the environment,

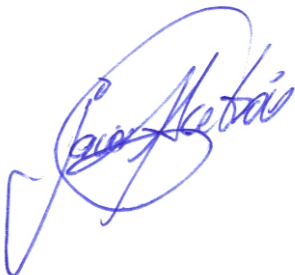
minimizing the risks for safety and health and focused on meeting the needs of the clients and of the set of the departments of the organization.

- Application of technical and scientific knowledge for the minimization of environmental impact in the design of processes and services, trying to achieve the continuous improvement of environmental quality.
- Carry out good practices to minimize the production of waste, maximizing its recycling, recovery and reuse.
- The Management of ACEBRON GROUP will ensure that the quality and environment policy and OHS is available to the public by placing it in a visible place on the premises and facilitating it to interested parties who request it.
- Effectively manage and control the processes and operation of our systems, seeking to continuously improve efficiency as a fundamental principle of action on the basis of prevention and not correction, to ensure optimal implementation and the achievement of the objectives set .
- Identify and evaluate the risks and opportunities for each of the processes of the organization, implementing the appropriate measures to deal with them adequately, thereby ensuring that the desired results are achieved.

The efficiency of the Integrated Management System is the direct responsibility of the Management. In its name and representation, the Quality and Environment Managers will supervise its development and maintenance, evaluating its adequacy and correct application.

To this end, the Quality and Environment Managers have the necessary authority to intervene in all departments of ACEBRON GROUP, to the extent they deem appropriate, to verify the effectiveness of the Integrated Management System.

As Pontes, to February 8, 2018



Javier Acebrón San Miguel  
Managing Director