

## MANAGEMENT POLICY

The Management of TELERGON SAU considers the **excellent management** of all processes and resources as an essential tool for **sustainable profitable, profitable and committed** to the rigorous compliance with the **human rights, current legislation and other commitments voluntarily subscribed**.

In an environment characterized by the **growing globalization**, the larger size of our competitors and strategic customers and the achievement of our goal of **profitable growth** as a specialist manufacturer in the low voltage switchgear market, the Management of TELERGON assumes and promotes the following **basic principles** that should govern all our activities:

- Understand the **expectations of our customers** (internal and external) and our **suppliers**, to deliver products and services of their entire satisfaction.
- Promote and enhance all processes and activities related to the **increase of our international exposure** and the **development of new products and markets**.
- Enhance the **culture of continuous improvement** and innovation to increase our **competitiveness**, improve **environmental performance** and be the best option for our customers in cost and service.
- Encourage the involvement of employees through **teamwork**, information fluency, internal communication, training and recognition of achievements, assuring the **equal treatment, non-discrimination and respect for diversity**, and provide **conciliation measures**.
- Periodically evaluate the **objectives and effectiveness of the system** derived from the **approach** as well as the **environmental impacts** from a **life cycle** perspective.
- Protect the **environment** and **prevent the pollution** by committing ourselves to analyze the processes, work methods, control systems, techniques and raw materials used, choosing those that generate fewer risks for workers and less environmental impacts, in order to **improve the working life conditions** and the environmental behavior of the company.
- Create a **preventive mentality** from the conception of the product, tools, equipment and processes, incorporating preventive and environmental criteria in any action or decision of the company.
- Carry out responsible actions with all our stakeholders, in order to contribute to **social, economic and environmental improvement** and the **fighting against corruption** in the area where we operate, maintaining **honest and ethical relationships**.
- To manage our processes in a **sustainable** way, acting in a **responsible and transparent** manner, taking measures to determine the impact of our activities on society and anticipate future consequences, managing the risks derived from our processes.

The Management of Telergon considers the **participation and involvement of each and every member of the Organization** necessary to achieve the effective development of this Policy.

Zaragoza, October 25<sup>th</sup>, 2021

LA DIRECCIÓN GENERAL

