

The senior management of GRI Renewable Industries, as an industrial supplier of Eolic Components for the renewable energy sector, based on the company's mission and vision, its values of honesty, humility, determination, and hard work, of principles focusing on customers, people, leadership, and sustainability, undertakes by defining different policies and objectives to:

- Understand and fulfil the requirements, demands and expectations to achieve **CUSTOMER SATISFACTION**.
- Ensure fulfilment of its **VALUES AND PRINCIPLES**, to which end a Code of Ethics and Conduct, and a Compliance Policy have been implemented.
- Respond to the concerns of different **STAKEHOLDERS / INTERESTED PARTIES**.
- Promote the **CONTINUAL IMPROVEMENT** of attitudes, practices, and processes at the company.
- Establish coherent and measurable quality, environmental and occupational health and safety **OBJECTIVES**.
- To assess integrated management system through internal and external **AUDITS** to verify the implementation and effectiveness of the present Policy.
- Conduct efficient **RISK MANAGEMENT** through the implementation of the policy, committee, and framework for internal control.
- **COMPLY WITH LEGISLATION** in force in each of the countries where the company operates, as well as other requirements to which the organisation subscribe.
- Provide the **TRAINING** required for the efficient performance of its workers' functions and tasks, always ensuring the safety and health of workers.
- Guarantee the existence of direct, two-way **COMMUNICATION** channels with different audiences.
- To demand accountability from **SUPPLIERS, PARTNERS AND ALL INTERESTED PARTIES**, compliance with all GRI Renewable Industries criteria.
- Contribute to **ENERGY EFFICIENCY** and advance initiatives to combat climate change by means of the sustainability policy.
- Foster environmental awareness to **PROTECT THE ENVIRONMENT** and make **RATIONAL USE OF RESOURCES**.
- Adopt necessary **SUSTAINABLE MEASURES** to **PREVENT AND REDUCE NEGATIVE ENVIRONMENTAL IMPACTS** potentially caused by its activity and products throughout their **LIFE CYCLE**.
- Guarantee application of the Health and Safety policy through the implementation of the 'IPRL' Occupational Risk Prevention Index.
- Provide **SAFE AND HEALTHY WORKING CONDITIONS** for the prevention of work-related injury and ill health in all plants.
- To involve every employee in the occupational health and safety management, according to their own functions and responsibilities. To promote **CONSULTATION AND PARTICIPATION** of all employees and/or worker's representatives.
- Integrate **OCCUPATIONAL HEALTH AND SAFETY** into all our management processes.
- Continually assess the risks associated to each job. To **ELIMINATE AVOIDABLE RISKS AND MINIMISE UNAVOIDABLE ONES**.
- Plan, coordinate and implement **PREVENTIVE ACTIONS** to minimise risk in every workplace.
- Promote a commitment to **SUSTAINABLE** development in the organisation.

The contents of this Policy support the implementation of an integrated Management System in accordance with standards ISO 9001, ISO 14001, ISO 45001 and EN 1090, and will be distributed at all levels of the organisation, while also being made available to all stakeholders so requesting. The staff of outside companies and any individuals accessing company premises will likewise be required to adopt principles in accordance with those set out in this document.



Antonio Barbosa
Chief Executive Officer
GRI Renewable Industries