



POL_C-QHSE-01

**QUALITY, ENVIRONMENT, ENERGY,
HEALTH & SAFETY**

CORPORATE POLICY

(QHSE POLICY)

Track record of changes

Revision	Change	Date
00	Document created	18/12/2012
01	Update	02/04/2014
02	Comprehensive Water Cycle included	01/09/2015
03	Adjustment to Standards ISO 9001:2015 and ISO 14001:2015	19/12/2016
04	Integration of the Corporate QHSE Energy System	02/01/2018
05	Integration of the Corporate QHSE System for Health & Safety	04/11/2019
06	Adaptation to a new format. Inclusion of Object, Scope, Principles and Track Record of Changes sections.	30/11/2023



1. OBJECT

To guide the development of GS Inima Group's activities towards the creation of sustainable value, evidencing its stakeholder commitment, assigning the necessary resources to develop, implement and maintain the Corporate QHSE System, to cover quality, environment, energy and health & safety, thus documenting:

- The Group's potential to fulfil its contractual obligations, based on client needs and expectations.
- Compliance with applicable legal requirements in quality, environment, energy and health & safety matters.
- Elimination or minimization of staff risks, and those to which other involved parties may be exposed, related to occupational health & safety in their activities.
- A system for supplier and subcontractor evaluation, in order to control enterprises during the procurement and work execution process, thus ensuring compliance with applicable laws and the Group's standards in quality, environment, energy and health & safety matters.

2. SCOPE

This Policy will apply to directors, officers and employees of:

- GS Inima Environment, S.A.U. and the rest of companies that make up the GS Inima Group.
- Temporary Business Associations (TBAs), Economic Interest Association, JVs or any other business partnership where GS Inima Group companies have a majority shareholding.

All affiliates, Temporary Business Associations, Economic Interest Associations, JVs or any other form of business partnership in which the GS Inima Group does not hold a majority shareholding, this Policy shall be applied as far as possible, and shall always apply to GS Inima employees assigned to such TBA or JV.

This Policy should be applied within feasible limits, both in technical and economic terms.

3. DEFINITIONS

Corporate QHSE System: a set of human and technical resources and procedures, seeking to manage products and services according to applicable requirements. This System integrates the following standards: Quality (ISO 9001), Environment (ISO 14001), Energy (ISO 50001), Health & Safety (ISO 45001), Innovation & Development (ISO 166001).



4. PRINCIPLES

GS Inima's principles in quality, environment, energy and health & safety matters are included below:

4.1 General Principles

1. Continuous improvement in application of the Corporate QHSE System, as a priority at all work centers.
2. Client satisfaction in GS Inima Group's activity, meeting all specified requirements in each contractual framework.
3. Establishing mutually beneficial relations with all interested parties.
4. Identifying and meeting all legal, contractual and regulatory requirements, both related to quality, environment and energy, and health & safety, as well as other requirements executed by the organization.
5. Achievement of the "4Zs" (Zero Defects, Zero Incidents, Zero Pollution, Zero ill Health) through corporate standards in the GS Inima Group, with their compliance, reinforcing preventive risk management and establishing sustainable management grounds.
6. The promotion of workers' participation, information and consultation, establishing adequate communication channels.
7. Procurement of analytical results that are highly trustworthy, as well as the use of duly calibrated and/or verified instrumentation in accordance with applicable technical rules, using official traceability patterns.

4.2 Environmental Principles

The GS Inima Group is firmly committed to minimizing any environmental impact potentially generated by its activities, with a focus on:

- Waste segregation, storage and adequate management, to particularly include hazardous waste.
- Minimizing and/or reusing inert waste and others such as wood, metal or plastic, with the least final dumping.
- Rationally managing natural resources, such as energy or commodities.
- Preferably using non-noxious substances or others that are less hazardous.

- Preventing the pollution of water and soil, controlling the composition of liquid discharge and adjusting any parameters to non-hazardous levels.
- Reducing soil erosion and damage, protecting soil quality and avoiding compaction, pollution with hazardous substances and loss of fertility due to damage or removal of the topsoil.
- Reducing any nuisance caused by noise, vibrations or emissions of light into the local population, vegetation and fauna, which may generate stress, behavioral changes, physiological ailments, etc.
- Reducing atmospheric pollution by controlling the emission of dust and particles during transportation, traffic or equipment combustion.
- Controlling the emissions of pollutant gas into the air, at relevant combustion points, with measures to reduce emitted concentrations or any impact on flora, fauna or the local population.
- Following up on any impact on flora, fauna and biodiversity; ensuring preservation of surroundings and, if areas are damaged, to restore and recover the same.
- Controlling activities used to avoid or minimize damage to artistic and/or archaeological historic heritage, as well as protected species of flora and fauna, community interest sites, natural parks and other protected areas.
- Analyzing potential emergency situations and any ensuing environmental issues. Implementing any preventive and/or minimizing measures and corrective measures, when an emergency arises.

4.3 Energy Management Principles

The GS Inima Group is firmly committed to promoting adequate energy management in its various activities, with a focus on:

- Energy innovation, promoting and incorporating new technologies to improve the energy performance of equipment and facilities, to save energy and reduce polluting emissions.
- Incorporating renewable energy sources into its activities.
- Promoting responsible energy use, with savings and energy measures.

4.4 Health & Safety Principles

The GS Inima Group is firmly committed to ensuring safe and healthy surroundings in its activities, with a focus on:

- An excellence-based approach, essentially seeking to preserve the health and safety of its workers and affected third parties.
- Integrating health & safety in all of the Group's activities, decisions and professional categories.
- Action to inform, coordinate, cooperate, supervise and control, explicitly including the workers of any collaborating companies in a partnership with the GS Inima Group.
- Joint responsibility for the health & safety of company staff and that of external collaborators, using cross-sectional preventive management throughout the Group.
- Promoting better measures to prevent risks and increase room for improvement.
- Including health & safety in all work schedules, starting it up before commencement, drafting and including it in all required risk appraisals, and in all health & safety plans for each project.
- Encouraging better comprehensive health for all workers under specific plans.

5. SUPERVISION AND CONTROL

The Corporate QHSE & ESG Directorate has established supervision and control devices with which to guarantee that this Corporate QHSE Policy is effectively applied, based on the context and risk of each project, including periodic meetings, qualitative and quantitative reporting, inspections, legal compliance appraisals, verifications and/or internal and external ISO audits.

The Corporate QHSE & ESG Directorate has adopted a transparency commitment in its Corporate QHSE System performance reports to enable effective decision-making.

6. RESPONSIBILITIES

QHSE & ESG Directorate

A body consisting of the QHSE & ESG Directorate and the team of QHSE & ESG Technicians and Managers of GS Inima Environment, S.A.U.

This Directorate is entrusted with the following:

- To manage, establish, propose and follow all quality, environment, energy and health & safety policies, strategies and objectives of the GS Inima Group.

- Each year, to review the Corporate QHSE System, pointing out any possible changes for internal and external reasons.
- To coordinate a plan to verify, inspect and conduct internal and external audits on the Corporate QHSE System, evaluating the results and reporting to the General Directorate and competent QHSE Committee.
- To procure and subsequently maintain certificates issued by renowned third parties, validating the implementation of the Corporate QHSE System.
- To guarantee that all workers can participate, receive information and make consultations, for continuous improvement of the Corporate QHSE System.
- To supervise the drafting of quality, environmental and labor plans, safety plans, environmental and social impact studies, risk appraisals and preventive planning for works and work centers.
- To advise projects in matters related to quality, environment, energy, health & safety, supervising any associated documentation.
- To uphold and safeguard compliance with all current documentation held in the Corporate QHSE System.
- To coordinate projects for continuous improvement, such as lessons learnt, good practices committee, and process re-engineering of GS Inima Environment S.A.U.
- To manage QHSE performance statistics for the GS Inima Group, generating the necessary reports.
- To manage the necessary information in QHSE matters, received from managers designated in each country or project, including it in any reports of the Corporate QHSE & ESG Directorate.
- To actively participate in training and awareness in quality, environment, energy and health & safety matters.
- To represent the GS Inima Group in quality, environment, energy and health & safety matters.

Corporate QHSE Committee (quality, environment, energy, health & safety)

Committee consisting of the General Directorate, QHSE & ESG Directorate and Operations Directorate, People Management Directorate, Corporate Services Directorate.

The Committee is entrusted with the following:

- Ensuring that the Corporate QHSE System is established, implemented, maintained and continuously improved, to increase performance.
- Guaranteeing that the Corporate QHSE System meets all legal requirements and reference standards.
- Approving all QHSE objectives and goals, according to defined strategies.
- Supervising compliance with any objectives and goals, using standardized information and other indicators.
- Checking the availability of necessary resources to achieve quality, environment, energy, health & safety objectives.
- Acknowledging and rewarding teams and persons who evidence an outstanding attitude to quality, environment, energy and health & safety.
- Establishing the necessary criteria and methods to ensure effective running and control of the Corporate QHSE System.
- Each year, to review the Corporate QHSE System, incorporating what is previously discussed at the QHSE Committee in each country or company.

QHSE Committee Country (quality, environment, energy, health & safety)

Committee consisting of the General Directorate, QHSE & ESG Directorate, Operations Directorate, People Management Directorate, Corporate Services Directorate or equivalent bodies in each country.

Each country's Committee is entrusted with the following:

- Ensuring that the Corporate QHSE System is established, implemented, maintained and continuously improved, achieving better performance.
- Guaranteeing that the Corporate QHSE System in each country meets all corporate and legal requirements, and reference standards.
- Establishing the necessary criteria and methods to ensure effective running and control of the QHSE System in each country.
- Defining strategies to achieve general objectives in quality, environment, energy and health & safety matters.
- Checking compliance with each country's objectives and goals, using standardized information and other indicators.



- Supervising the availability of the necessary resources to achieve quality, environment, energy, health & safety objectives, including those related to the fight against climate change.
- Every six months, to review each country's QHSE System and to duly report to the QHSE & ESG Directorate.
- Reporting on QHSE System performance in each country, to the Corporate QHSE Committee, as often as foreseen in applicable procedures.
- Ensuring the implementation of action plans to continuously improve QHSE System performance in each country.
- Reporting in due time and form, any additional information required by the Corporate QHSE System and the QHSE & ESG Directorate.

Approved by the Board of Directors on January 17, 2025