

QUALITY, ENVIRONMENT, HEALTH AND SAFETY IN THE WORKPLACE INTEGRATED MANAGEMENT POLICY

The Management of **GRUPO LOGÍSTICO SUARDIAZ, S.L. and SUBSIDIARY COMPANIES** (hereinafter **SUARDIAZ Group**), a business group comprising the following companies:

GRUPO LOGÍSTICO SUARDIAZ, S.L.; KLEOS RISK SOLUTIONS, S.L.; FLOTA SUARDIAZ, S.L.; LÍNEAS MARÍTIMAS ESPAÑOLAS, S.A.; SUARDIAZ ATLÁNTICA, S.L.; SUARDIAZ ENERGY SHIPPING, S.L.; SUARDIAZ MANAGEMENT SERVICES, S.L.; SUARDIAZ SERVICIOS MARÍTIMOS DE BARCELONA, S.L.; LOGÍSTICA SUARDIAZ, S.L.; SN SHIPBROKERS, S.L.; VAPORES SUARDIAZ MEDITERRÁNEO, S.A.; VAPORES SUARDIAZ NORTE, S.L.; TRANS EUROPEAN TRANSPORT SUARDIAZ, S.L.; SUARDIAZ LOGISTICS IBERICA, S.L.; VAPORES SUARDIAZ SUR-ATLÁNTICO, S.L.; TENERTRANS, S.L.; SOLUCIONES LOGÍSTICAS INTEGRALES, S.L.; SUARDIAZ RAIL COMPANY, S.A.; and MONTUBE SUR, S.L.,

in its desire to guarantee the provision of the service it offers and aware that quality, environment, health and safety in the workplace and sustainability are the basis of the development of its activity, has implemented an Integrated Management System based on continuous improvement and based on the requirements established in the UNE-EN ISO 9001:2015, UNE-EN ISO 14001:2015, UNE-EN ISO 14064-1:2019, and ISO 45001:2018 standards to manage the following activities:

- Transport of Vehicles and Ro-Ro Cargo.
- Operations Services of Oil Tankers and Supply Barges.
- Shipping Agent and Husbandry Agent.
- Freight Forwarder and Multimodal Transport Operator.
- Customs Agent.
- Warehousing and Logistics Operator.
- Rail Transport. Management and Handling of Intermodal Freight at Railway Terminals. Railway Operator.
- Maritime Auxiliary Services.
- Manufacture and Assembly of Pipes and Metallic Structures. Welding and Boiler Steel Works.

This Integrated Management System has a guiding Policy, whose principles are listed below:

1. To manage the Integrated Management System efficiently, setting and measuring clear and purposeful objectives and monitoring them to ensure that they are met in order to continuously improve the System and our processes.

2. To detect the needs and preferences of our clients and offer them an experience that extends to the service offered throughout the entire process, guaranteeing an exclusive and personalised service.
3. To promote procurement and acquisition of goods and services best practices, through a responsible and sustainable management.
4. To protect the environment throughout the entire life cycle of our activity, integrating sustainable development criteria that guarantee rational and sustainable use of natural and energy resources, as well as a proper waste management, encouraging innovation and the use of the best available technologies and processes in order to prevent pollution, reduce our carbon footprint, and minimise the environmental impact of our activities.
5. To avoid any aggression or negative impact on the marine environment as a consequence of our activity, promoting among the crews the different rules and practices established by the organisation for the preservation of this environment.
6. To conduct our activities in compliance with the legal and regulatory requirements applicable to the activity carried out by the organisation in terms of quality, environment, health and safety in the workplace, and with the requirements mutually agreed with customers and other interested parties.
7. To provide a safe and healthy environment for our employees, contractors and other visitors to our sites by continuously focusing on risk reduction activities and safe behaviours to prevent work-related injuries and ill health.
8. Encourage communication with all stakeholders (shareholders, management, employees, customers, suppliers and other interested parties), as well as direct and open consultation and participation with all workers and their representatives, and among the different levels of the organisation.
9. Identify and assess all risks and keep them up to date with new developments in order to eliminate hazards and reduce risks in new and existing operations as a way of creating value in the organisation.

The **SUARDIAZ Group** Management is committed to promoting active compliance with this Policy among all the organisation's staff and all stakeholders, in order to ensure that our services meet customer requirements, respecting the environment and safeguarding the health and safety of our workers.

This Policy will be reviewed periodically, communicated internally and externally and made available to interested parties. The Policy will provide a framework for setting targets for continuous improvement.

Madrid, January 2024

Mr Juan Riva Francos
Chief Executive Officer