

INTEGRATED POLICY: QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY, INFORMATION SECURITY AND FAMILY CONCILIATION

Ingeteam Zamudio – Tech., Ingeteam Zamudio – Electr. e Ingeteam Ortuella (hereinafter Ingeteam) is a market leader specializing in the **Development, Manufacturing and Application Engineering of Power and Control Electronics** that, considering Technology and Innovation as the driving force behind its growth and with a clear focus on R&D, serves **its products, services and systems** to four **key sectors: Energy, Industry, Marine and Rail Traction**, seeking to optimize energy consumption whilst maximizing generating efficiency and process automation.

Ingeteam makes the **commitment to maintaining and continuously improving** an **Integrated Quality, Environmental, Occupational Health and Safety, Information Security and Equality and Conciliation Management System**, designed to achieve its products, systems and services developed are of good quality, safe when operating and comply with the client's requirement as well as with the environmental and health and safety related legislation applicable to its activities, guaranteeing that the people in the company, being our main asset, can carry out their work in a safe way, focused in preventing any further failure of products, services and systems offered, and achieve their work-life balance.

Ingeteam promotes the client focus and the process approach, considering as a priority that its products, systems and services are reliable, of excellent quality and satisfy all the requirements and expectations of the clients, throughout all the life cycle of those products, systems and services.

Ingeteam commits to complying with the environmental legislation applicable to its activities, as well as those voluntary requirements accepted by the organization, like joining the UN Global Compact; and to protecting the environment, evaluating its environmental aspects to encourage the prevention of contamination in the development of its activities and providing the staff with information on good environmental practices. Due to its activity, the negative polluting impacts on the environment are practically non-existent (emissions, waste...), the main aspects being those derived from the activity in office buildings, electronic modules manufacturing plant and converters manufacturing plant (consumption of electricity, fuel for transport, packaging material, waste assimilable to municipal solid waste and industrial waste...).

Ingeteam takes responsibility for complying with health and safety related legislation; evaluates the occupational risks of its activities to actively combat occupational accidents, controlling the risk and promoting a culture of health and safety at work; and it commits to promoting the participation and enquiry of the staff, including its representation.

Ingeteam commits to the safeguard of the internal information and the intellectual property of the organization, as well as the surveillance and technological market research.

Ingeteam has developed and implemented an Information Security Management System based on the ISO 27001: 2013 (ISMS) standard, which establishes the reference framework to safely treat the organization's assets, and which guarantees trust and satisfaction. of clients by integrating an efficient service delivery methodology. There is a commitment on the part of Ingeteam regarding the management of information security. In addition, as established by the ISO 27001 standard, the requirements of the interested parties must be included, as well as the strategic responsibilities for information security within the organization, such as responsibilities for risk management, carrying out audits internal management or the management of information security incidents. Finally, Ingeteam, in the performance of its functions, requires the use of personal data. For this reason, the rights and freedoms of the interested parties will be guaranteed, as well as the

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security of information, communications and information systems that support the treatments in accordance with the measures provided for in current legislation. All of the above is referenced in the annex "ISMS Security Policy".

The quality of the company arises from the [leadership of the Top Management and from the commitment and good work carried out by each and every person](#) working there. To achieve this, Ingeteam facilitates and assesses staff satisfaction and has a Conciliation Model adapted to the needs of both our collaborators and clients, and the organisation.

The [company's Management assumes the leadership at all levels and takes responsibility for actively organizing, building awareness of, and providing the necessary resources](#) for staff to work with the Quality, respect for the Environment, Information Security, Prevention against Occupational Hazards and in conditions of Equality and Conciliation, as well as complying with Ingeteam Power Technology's General Occupational Health and Safety Policy. Besides, it takes charge of communicating and applying its policy inside the organization, assuring it to be available for all the interested parties and it commits to reviewing periodically its Management System in order to assure its convenience, adaptation, efficiency and continuous lining-up with the organization's Strategy Direction, so that it progresses to the Business Excellence.

We have the [enthusiastic support of all the staff at Ingeteam](#) for this permanent objective.

Zamudio, January 1st, 2022

Alberto Guerrero
Managing Director
Ingeteam Power Technology, S.A.