

 <small>Ingeteam Power Technology, S.A. Energy</small>	<h1>MANAGEMENT POLICY</h1>	Code: MSIG.2
		Rev.: M
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Approved by J.C. on 27/04/2020 09:52:03 a.m.

- The Management is committed to the management systems in place at the Energy Production Unit of Ingeteam Power Technology S.A., hereinafter the Energy P.U. of IPT, assigning the resources required for their effective functioning.
- The priority objectives of the integrated management system of the Energy P.U. are to analyze customer needs and expectations in order to ensure complete customer satisfaction, as well as those of company employees and all other relevant stakeholders.
- All activities performed, and products and services provided, shall conform to the requirements of the integrated management system and to all applicable standards and legislation, and shall also meet all Customer specifications and expectations.
- In accordance with this Policy, following an analysis of the context and identification of the organization's risks, the annual improvement targets shall be set and reviewed in line with the Management Plan approved by Management and other system tools.
- The Management is committed to promoting a Culture of Prevention in order to avoid non-conformities and incidents. The Management also undertakes to supervise internal information, to protect the environment and to guarantee safe and healthy working conditions in order to prevent injuries and the deterioration of health and also to ensure compliance with the provisions of the General Health and Safety Policy of IPT.
- Surveillance and intelligence are considered to be strategic in those areas of activity in which the company may have an interest, whilst getting other stakeholders involved in this.
- We are working on integrating ethical, labor-related, social and environmental aspects into our operations, in accordance with the principles of the Global Compact and those of our Customers.

Based on the above, we aim to:

- Maintain and disseminate this Management Policy, by making it available to all stakeholders and ensuring that personnel and representatives are aware of the need to comply with it.
- Work on continuous improvement and efficient process management, minimizing risks and building on opportunities.
- Commit, support and train employees to contribute to the effectiveness of the integrated management system, and also to promote their career development and ethical behavior towards all stakeholders.
- Consider internal data as another company asset, guaranteeing data integrity, confidentiality and controlled access, by ensuring that such data is used exclusively for work-related purposes.
- Provide up-to-date, reliable, clear and understandable information to stakeholders.
- Prevent pollution and to rationally use natural resources, endeavoring to conserve such resources and also to reduce the environmental impact of our services and that of our products at the end of life stage.
- Efficiently use energy at our facilities and during our work, and also to reduce atmospheric emissions.
- Promote and support, at all times, occupational welfare and safety in all processes, thereby developing a healthy company model, taking care to implement best practices at both a national and international level, based on the strategy defined for the Ingeteam Group.
- Drive employee involvement in System improvements, through involvement and consultation, and encouraging employees to report incidents, hazards, risks and opportunities.
- Provide the company with the methodology and tools required to align business, R&D&I and surveillance and intelligence.
- Create value for the relevant stakeholders, seeking a balance between the economic, social and environmental areas and promoting ethical standards in all our activities.

Signed: Javier Coloma Calahorra
MANAGING DIRECTOR

Revision	Date	Description of changes
H	31/01/2012	Adaptation to the new corporate structure.
I	13/06/12	Inclusion of the proposal from our own Prevention Service to include reference to the general policy of Ingeteam Power Technology S.A.
T	20/08/15	Inclusion of stakeholders, improvement of the wording of the environmental part and inclusion of the ethical, labor, social and environmental aspect in line with our commitment to the Global Compact.
K	03/08/16	Change of Managing Director at the Energy P.U.
L	08/01/18	Adaptation to new requirements of UNE EN ISO 9001:2015.
M	08/04/2020	Adaptation to the new requirements of ISO 45001:2018. Change of Managing Director at the Energy P.U.