

Integrated Management Policy

The Azol Gas Group, is made up of the following companies:

- **GRUPO EQUIPAMIENTO AUXILIAR AZOL GAS, S.L.**, parent company of the AzolGas Group.
 - **AZOL GAS, S.L.U.** Design and manufacture of nitrogen gas springs. Commercialization of standard parts for die-casting and special pneumatics and hydraulics.
 - **INGENIERIA Y TECNOLOGIA DE MECANIZADOS (ITM) S.L.U.** Manufacture of metal parts, according to customer specifications.

The Azol Gas Group, in awareness of the commitments it makes to the people who form part of the organisation, its customers, suppliers and stakeholders, believes that quality, occupational health and safety, environmental protection and crime prevention are priority factors for carrying out its activity.

The organisation has an integrated management system to guarantee that the highest standards are met in these fields.

To this effect, the company's Board of Directors and management are committed to implementing, maintaining and keeping up to date an integrated management system that sets out guidelines to meet the following commitments:

1. Supporting the organisation's strategic management.
2. Complying with applicable legal and regulatory standards and other contractual requirements (quality, delivery times, after-sales service, etc.), and standards and requirements of any other nature identified in our management system and/or processes that apply to our activities.
3. Steering the group towards a model based on the management of people, processes and risks associated with the activity, and continuous improvement.
4. Continuous improvement of processes identified in our organisation to carry out our activities effectively and thereby achieve maximum stakeholder satisfaction with high quality products that meet their needs and expectations, by:
 - a. Identifying, analysing and measuring these processes.
 - b. Analysing and measuring customer satisfaction and their suggestions.
 - c. Detecting opportunities for improvement.
 - d. Continuously training people who form part of the company.
 - e. Providing all material, human and technical resources necessary to improve the performance of the quality, environment, occupational health and safety and crime compliance management system.
5. Protecting the environment and our surroundings, both in the production process in our factories and in our offices, by:
 - a. Actions and measures aimed at reducing the environmental impact that could result from our activities (waste separation, control and management, recycling, etc.)
 - b. Continuously improving the energy efficiency of our facilities, promoting the use of renewable energies.
 - c. Providing specific training and raising the awareness of all those involved in the organization.
 - d. Responsible selection of raw materials, homologating suppliers environmentally respectful.
 - e. Identifying, analysing and measuring every process to act on most significant.

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- f. Controlling and preventing emissions, spills and noise.
 - g. Researching and developing aimed at reducing the carbon footprint in order to contribute to the fight against climate change.
 - h. Integration in the culture of Azolgas group the commitment with the respect and protection of the environment.
 - i. Assuring that the activities developed in Azolgas group minimize in every operation the environmental impact, by rational use of the natural resources, particularly the energetic, hydric and soil, biodiversity protection, and a waste management based on respect, circularity and damage prevention.
 - j. Promoting the involvement of the suppliers in the effort to protect and preserve the environment, and to reduce the negative impacts considering environmental aspects in the suppliers selection criteria.
 - k. Promoting the animal welfare.
- 6.** Taking responsibility for the fact that preventing damage and deterioration of worker health is an integral part of our activities and decisions, by:
- a. Carrying out preventive activity aimed at avoiding, detecting and assessing risk situations.
 - b. Planning the measures necessary to eliminate or reduce risks.
 - c. Informing, training and consulting workers.
- 7.** Prevention of criminal conduct and ensuring that all of our activities are carried out with honesty and integrity, in line with group values, by:
- a. Complying with and respecting current legislation in all Azol Gas Group decisions and activities.
 - b. Approving, continuously updating and complying with a code of ethics and conduct, as well as with the commitments arising from the crime compliance management system, such as protocols, policies, etc. in relation to regulatory compliance, crime prevention and business ethics.
 - c. Identifying all of the organisation's activities that could pose criminal risk, periodically assessing these risks and systematic implementation of all necessary control and management mechanisms in a way that can be adapted to changes.
 - d. Developing channels of communication with our stakeholders for the adoption of behavioural guidelines consistent with those defined in our Code of Ethics and Conduct. Encouraging responsible and "zero tolerance" personal behaviour towards any type of breach of the code through the implementation of a system for reporting suspicious behaviour, as well as a disciplinary system to regulate any breaches and that makes it mandatory to report suspicious conduct and guarantees that no reprisals will be taken against the reporting person.
 - e. Appointing a crime compliance body with independent powers of initiative and control.
 - f. Creating and maintaining a culture of prevention in the company, through training, communication and leadership.

These commitments are the main cornerstones for compliance with our Policy and make up the framework of reference to allow the management to set the companies' annual targets for crime risk prevention, quality and environment and occupational risk prevention.

Compliance with this policy requires to be acknowledged and understood by all persons forming part of the organisation, along with our customers, suppliers, employees and all stakeholders. Therefore the management undertakes to communicate and distribute it to all stakeholders, publish it on its website, and keep it up to date in accordance with any new circumstances that could affect our activities.

This Integrated Policy was approved by the Board of Directors on 23rd May 2024