

QUALITY, SAFETY AND ENVIRONMENTAL POLICY

FRIZONIA Refrigeración-Climatización, S.L. specializes in engineering development, supply and installation of air conditioning and refrigeration systems for application in the industrial, shipbuilding, offshore and defence sectors.

The main aim of our management is to provide high quality and competitive products and services in accordance with the contractual requirements of our customers while protecting the environment and worker safety. Therefore, FRIZONIA agrees to maintain and continually improve an Integrated Management System for Quality, Environment and Occupational Health and Safety in compliance with the following standards: UNE-EN ISO 9001, UNE-EN ISO 14001, OHSAS 18001 and PECAL 2110, in force.

FRIZONIA establishes the following principles as a guide and framework in developing its business:

FRIZONIA's commitment to INDUSTRY 4.0 is clear and decisive, leading digital transformation work groups from the R + D + I Area

CUSTOMER COMMITMENT

- ✓ Meeting the needs and expectations of our customers
- ✓ Comply with applicable legal and regulatory requirements
- ✓ Providing the best price/quality relationship of our products and services
- ✓ Establishing professional relationships in a trust environment
- ✓ Meeting agreed deadlines
- ✓ Maintaining data privacy in the whole relationship and project
- ✓ **Allow digital, agile, effective and reliable access to the information of the supplied product (CLIENT 4.0)**

COMMITMENT TO STAFF

- ✓ Promoting professional and personal development of our workers through training and awareness programs
- ✓ Encouraging our staff to increase their participation and collaboration for improvement of our integrated system
- ✓ Strengthen Internal Communications to provide information to all staff
- ✓ Improving working conditions in order to raise levels of safety, health and welfare workers
- ✓ Ensuring protection of health and safety of our staff with a permanent goal of reducing accidents and the risk level of our activity
- ✓ **Promote the acquisition of new digital skills and competences (TALENT 4.0)**

ENVIRONMENTAL COMMITMENT

- ✓ Promoting actions to avoid pollution
- ✓ Minimizing emissions to atmosphere
- ✓ Promoting Environmentally friendly actions: Reducing, Reusing and Recycling generated waste from our activities
- ✓ Proper Management of generated HTW (Hazardous and Toxic Waste) through authorized managers
- ✓ Using natural resources, raw materials and energy both efficiently and rationally
- ✓ Ensuring compliance with national and international applicable regulations to our field of action
- ✓ Innovating and adapting technological advances in our projects
- ✓ **Encourage business digital transformation (COMMUNITY 4.0)**

COMPREHENSIVE RISK MANAGEMENT

- ✓ To provide a greater certainty and security in the achievement of the company's objectives to shareholders, customers, employees and other interested parties, through the anticipation, management and control of the risks of any nature to which Frizonia is exposed with a vision of the whole.
- ✓ **Prevent internal and external attacks by implementing cyber-security measures in an integrated manner (CYBER-SECURITY)**

For the purpose of implementing this comprehensive policy, FRIZONIA can rely on competent, involved and committed staff, and from Management, responsibility is assumed in order to have the necessary resources to achieve the scored objectives and goals.

Signed: Management

